THE UNIVERSITY
OF ILLINOIS
LIBRARY

020.6
AM
1919
cop. 2

NOTICE: Return or renew all Library Materials! The *Minimum* Fee for each Lost Book is $50.00.

The person charging this material is responsible for its return to the library from which it was withdrawn on or before the **Latest Date** stamped below.

Theft, mutilation, and underlining of books are reasons for disciplinary action and may result in dismissal from the University.
To renew call Telephone Center, 333-8400

UNIVERSITY OF ILLINOIS LIBRARY AT URBANA-CHAMPAIGN

JUL 13 1990
JUL 12 1990

L161—O-1096

020.6
AMB
copy 2
Lib. Sch.
Lib. Sch.

BULLETIN

OF THE

AMERICAN LIBRARY ASSOCIATION

LIBRARY UNIVERSITY OF ILLINOIS LIBRARY
UNIVERSITY OF ILLINOIS LIBRARY
JAN 19 1920

Entered as second-class matter December 27, 1909, at the Post Office at Chicago, Ill., under Act of Congress of July 16, 1894. Acceptance for mailing at special rate of postage provided for in section 1103, Act of October 3, 1917, authorized on July 8, 1918.

Vol. 13, No. 3 CHICAGO, ILL. July, 1919

CONTENTS

Papers and Proceedings of the Asbury Park Conference

OFFICERS OF THE ASSOCIATION

PRESIDENT

WILLIAM WARNER BISHOP - - *University of Michigan*

FIRST VICE-PRESIDENT

CHARLES F. D. BELDEN - - - *Boston Public Library*

SECOND VICE-PRESIDENT

BURTON E. STEVENSON - *Chillicothe (O.) Public Library*

TREASURER

CARL B. RODEN - - - - *Chicago Public Library*

SECRETARY

GEORGE B. UTLEY - - *A. L. A. Executive Office, Chicago*

PAPERS AND PROCEEDINGS

OF THE

FORTY-FIRST ANNUAL MEETING

OF THE

AMERICAN LIBRARY ASSOCIATION

HELD AT

ASBURY PARK, N. J.

JUNE 23-27, 1919

AMERICAN LIBRARY ASSOCIATION
CHICAGO, ILL.
1919

20993
337
all

CONTENTS

Title	Author	Page
President's address: The American Library Association at the crossroads	*William Warner Bishop*	99
The library war service and some things it has taught	*Chalmers Hadley*	106
Reaching all classes of the community	*John H. Leete*	111
The library's task in reconstruction	*Paul M. Paine*	117
Some present-day aspects of library training	*Charles C. Williamson*	120
The high school library of the next decade	*Jesse B. Davis*	126
The true Americanization of the foreign child	*Herbert Adolphus Miller*	130
The place of the commission in child welfare work	*Elva L. Bascom*	133
Getting books to farmers in California	*Milton J. Ferguson*	137
A look ahead for the small library	*Charles C. Williamson*	141
How the public library commission of Indiana works with the small public libraries of the state	*Margaret A. Wade*	146
Library commissions and the high school or rural school library	*Elizabeth B. Wales*	149
How the Army libraries have helped our fighting men	*Frederick P. Keppel*	152
Books and reading for the Navy, and what they have meant in the war	*Albert Gleaves*	155
By Flanders bridge: the adventures of an A. L. A. man overseas	*Asa Don Dickinson*	157
Advanced library training for research workers	*Andrew Keogh*	165
A new plan for training library assistants	*Julia A. Hopkins*	167
A clerical course for library assistants	*Bertha R. Barden*	171
The training of assistants for lending department work	*Josephine A. Rathbone*	173
Labor saving in the lending department	*Jessie Sargent McNiece*	175
Arrangement and binding of British Blue Books	*William Teal*	177
Bibliographical opportunities in horticulture	*Marjorie F. Warner*	178
Libraries and reading as an aid to morale	*Edward L. Munson*	184
Statement of the chairman, War Service Committee	*J. I. Wyer, Jr.*	188
A. L. A. War Service Committee report		190
Statement of the general director, A. L. A. war service	*Herbert Putnam*	261
Statement of the acting general director, A. L. A. war service	*Carl H. Milam*	263
Salvaging war library service for peace times	*Jason S. Joy*	265
Library service for the permanent naval establishment	*C. B. Mayo*	267
Our library resources as shown by some Government needs in the war	*Andrew Keogh*	270
Training for the librarian of a business library or a business branch	*Frank K. Walter*	273
Training for high school librarianship	*Sarah C. N. Bogle*	277
Training teacher-librarians in normal schools	*Mary E. Robbins*	279
Problems in the production of books for children	*Franklin S. Hoyt*	282
What can the League of Library Commissions do for its members?—An evaluation of library commissions and their League	*Minnie Clarke Budlong*	286
What can the League of Library Commissions do for its members?—Publications	*John A. Lowe*	291
What the League of Library Commissions can do for states without organized commissions	*Mary Elizabeth Downey*	292
Recent tendencies in state publications	*Dena M. Kingsley*	294
A librarian's job in Base Section No. 1, France	*Samuel H. Ranck*	297
Experiences overseas	*Orlando C. Davis*	303
With the A. L. A. service overseas	*Judson T. Jennings*	307
A. L. A. news from overseas	*Mary Eileen Ahern*	309
Six months at headquarters and in the field	*Theresa Hitchler*	312
Excerpts from reports of A. L. A. workers overseas		316
Reports of committees		326

Proceedings of general sessions	345
Executive board	359
Council	361
Agricultural libraries section	373
Catalog section—Trustees section	375
Children's librarians section	387
College and reference section	388
Professional training section	395
School libraries section	397
Camp librarians round table	399
Hospital librarians round table	399
Lending department round table	400
Normal school librarians round table	401
Public documents round table	401
Round table of the libraries of religion and theology	403
Training class teachers round table	404
League of library commissions	404
Special libraries association	409
American association of law libraries	412
Attendance summaries	413
Attendance register	414
Index	427

NOTE: The minutes of the National association of state libraries have not been received for inclusion in this volume.

020.6
AM
1919
Cop. 2
Lib. Sch.

ASBURY PARK CONFERENCE

JUNE 23-27, 1919

PRESIDENT'S ADDRESS: THE AMERICAN LIBRARY ASSOCIATION AT THE CROSSROADS

By William Warner Bishop, *Librarian, University of Michigan*

It is inevitable that we should recall tonight the amazing change in world conditions from the situation at the time of our last annual conference. Then the darkest days of the great war had indeed passed, though none of us could know for a certainty that the tide of German attack pressing on toward Paris had truly ebbed. The courageous and of a truth supremely daring offensive already launched by Marshal Foch in mid-June had just begun to put hope into the hearts of the allied peoples, stunned by the constantly widening and steadily renewed German offensives of the spring of 1918. The great days of Chateau-Thierry and the second Marne were those on which we met at Saratoga—anxious days on which our minds continually reverted to France and refused to concentrate even on problems of the library war service. We were more eager for the latest newspaper than for advice, inspiration, discussion on themes ordinarily absorbing to us. We adjourned just as the Germans were definitely driven across the Marne for the second time. And we adjourned confident (though no man ventured to say what he thought) that July of the next year would see us still struggling to end the business and to finish our share of the supreme task of western civilization—the final defeat of Germany and her allies! Indeed, so fearful were we, and rightly, that sterner sacrifices would be demanded of us, that we passed a resolution empowering our Executive Board to postpone this annual meeting, if the public emergency should be such that conventions and conferences would prove undesirable.

How different the national and international atmosphere today! The war won in November—our men returning as rapidly as they were ferried across the ocean—industry and agriculture resuming their wonted courses—problems of details of readjustment agitating nations and individuals—the Peace Congress almost over—a league of nations almost an actuality—disarmament going on the world over—and stricken humanity endeavoring to bind up its wounds and to console its broken-hearted. The note of our meeting today is necessarily one of triumph and jubilation. We are not forgetful of the problems of peace, many of them as ugly as those of war (or so they seem to our still taut nerves). But after all *the war* is behind us. We are living through a period of rapid change, and our foes, if foes there be, are at least likely to be those of our own household. We doubtless have enormously difficult days ahead of us, but happily our own land has been spared the sorrows that have afflicted our noble French and Belgian allies, and we are materially and morally less stricken by war, less worn and weary, more able to face the future with smiling confidence, resting assured that the American spirit which brought us through war will still carry us on to a larger life and a greater service in peace.

And so we meet again after a year to take up with renewed zest and energy those problems of our work which we are accustomed to attack in our annual gatherings. And yet we are none of us quite the same as we were in 1917 or 1916. Our work, while still "the trivial round and common task," is not done—can not be done—in exactly the same spirit as of old. We have dreamed dreams and seen visions, and we are turning to the future

of our own library service with a profound conviction that it *is* service—public service of the highest type. To that end we are met, to consider our war service and to render an account of our stewardship in that branch of our labors; to transact our routine business and to hear and discuss reports of our committees; but chiefly to survey our own capacities, and to talk over the possibilities of the near future. This is a forward-looking conference. No other could be held by progressive Americans in this year of grace 1919.

In planning the papers for this series of meetings your Program Committee has had in mind just three purposes. First, we have felt that we should emphasize and make of practical import our committee reports. Too frequently these have been perfunctory and have received but little discussion. Such of the reports as are necessarily of special interest to smaller groups of our membership are to be presented this year for discussion to certain of the section meetings, an innovation which will, we trust, result in animated discussion of a sort frequently impossible in our general sessions. Other reports, being on topics of more general interest and importance, will come up for discussion in our second general session. So far as possible these reports have been printed in advance, and, instead of being read in full, will be presented in summary only, in order to leave time for discussion. They represent much work on the part of the committees, and I bespeak for them your interest and your comment.

The most important—certainly the most interesting report—is likely to be that of the War Service Committee, which is now before you in printed form. Naturally the war service looms large in our eyes, and we have devoted to it no small share of our general program. One of the natural consequences of that service —or at least what we librarians feel should be one of its results—is the establishment of similar service on a permanent basis for the Army and Navy. We are most fortunate in the presence of very distinguished representatives of both branches of the service to speak upon this topic.

Our second theme is a statement of certain present day conditions in our American libraries. We should have been glad to devote the major part of our time to this purpose of setting forth our conditions and resources. A few sample topics of necessity have to suffice us. But we present a preliminary report on plans for a complete survey, plans to which I shall revert later.

Finally we look to the immediate future. Here again we can offer but certain phases of a complete forecast. But we have tried, as I said a moment since, to make this a forward-looking meeting, even if necessarily our topics are but a selection from many. Things historical—save of our war service—things theoretical, things technical, we have tried for this occasion at least to avoid.

It has seemed to me peculiarly fitting that the president of the Association should at this time review the work of this body and perhaps endeavor to show certain possibilities which have revealed themselves to him in the course of his term of office. I do not apologize for speaking *to* the American Library Association *about* the American Library Association. Not that I wish to dogmatize or to appear to have any peculiar message to impart. It does seem, however, that we may well spare the time and strength to confer a little about our own affairs and our means of doing business collectively, in the interests of librarianship and of American libraries.

At the Niagara Falls Conference in 1903, Mr. J. N. Larned, then retired from active public service though by no means from active work, spoke very convincingly of the life of this Association as a body. He said to a little group of younger people, what he later repeated on the platform before the Association as a whole, that coming back after an interval of several years he was conscious of the fact that the

American Library Association had a life, an organism, apart from the individuals who composed it. "I feel it," said he, "it is almost palpable; it exists, it influences you and me. We can not escape it, it forms us, and yet we form it." How true these words were the experience of fifteen years has proved again and again. The Association has a vigor, a power, an influence of which we are perhaps but dimly conscious. That power and influence has worked hitherto chiefly on professional librarians. It has molded their thoughts and guided their actions. It has stimulated their ideals and has kept up their standards. It has worked largely as a sort of professional public opinion, functioning more or less well as circumstances have permitted. The great shock of war has, however, released an enormous latent energy in our Association and in our calling outside its ranks, for not all strong librarians are members of our body. We are conscious today of greater possibilities in library work and in the concerted work of librarians than we ever sensed in days gone by. Much of this feeling is naturally the result of the war service. It is in every way proper, then, to inquire how far we have measured up to the opportunities the war has thrust upon us. And further, what are the next steps?

To a thoughtful person it was a very significant thing that the United States Government through the Commission on Training Camp Activities applied to this Association to render service along strictly professional lines. It asked us as librarians to contribute our professional services, just as it asked the doctors and the chemists to serve as doctors and chemists. That such a thing was possible shows that the value and need of the librarian's work in massing, arranging, and interpreting books had at last gained the recognition which it deserves. No single fact in connection with our war service has more significance for us as we face the problems of peace than this recognition. Our war service was sought and was performed on the ground of our special fitness to give it. The history of the library war service has been one of steady gain in this sort of recognition, for the discernment of certain farseeing men in Washington did not mean that their judgment must necessarily be final and instantly accepted. Nay, it was their initial wisdom which made possible the gradual winning by the librarians of a professional status in the minds of thousands of commanding officers, soldiers, sailors, marines. I believe it is now true that even the scornful and the doubting among the military have seen that books plus librarian are very different from books alone. And it has been no small gain for us as a profession that scores of our folk, mostly our younger members, have had to win their way to this esteem under novel and difficult circumstances. They have had to make good in most cases with very little preparation of the way by others. How hard that task was, and how strenuous and unremitting the labor involved in setting up a new work amid adverse conditions, few who were not themselves engaged in it can understand. Long hours, obstacles innumerable, delays, red tape, failure of books and of supplies, cold, rain, even lack of sleep, were the lot of many of our pioneers in the war service. The general testimony is, however, most gratifying. They did make good. The exceptions were few enough to "prove the rule." And as I look about me and see these men and women who have worn and are wearing our uniform, these younger folk who have toiled incessantly and with good spirit and good humor at manifold and difficult tasks, I am moved to no small pride and thankfulness. In the name of the American Library Association I salute you all, present and absent! We who could not go acknowledge to the full your sacrifice, your devotion, your skill, your energy. We share in the honor reflected on our calling by your labors. The name *librarian* henceforth means something to millions of men because of your work.

And to those also who planned and toiled to carry out this war service are

due the hearty thanks of the American Library Association, and them also I salute in your name. From the very first days of our entrance into the war until now—two full years—certain officers and committee members of this body have been unsparing in their devotion of strength, time, and effort to the library war service. They have worked to raise money and books, have sacrificed time and strength to attend committee meetings, have neglected their own work to do this patriotic service, and have given themselves generously in your behalf, in the name of the American Library Association. You know them all, and it would be easier, less invidious perhaps, to mention no names. But while recognizing that all of them have been devotion itself, I cannot refrain from stating publicly the obligations which we owe to a certain few. There is our secretary, Mr. George B. Utley, who has served as executive secretary of the War Service Committee, who has known no limit of hours for two years, and who has carried the greatly increased burden of his regular work in addition to all this war work. There is the chairman of the War Finance Committee, Dr. Frank P. Hill, to whose untiring and truly heroic efforts we owe the raising of the first war service fund of eighteen hundred thousand dollars, and the second fund of three and a half million. There is the chairman of the War Service Committee, Mr. J. I. Wyer, Jr., who has spent his time and strength, I fear too lavishly, on the war service and on the work of the Committee of Eleven in charge of the United War Work Campaign Fund. No one who has not been a part of that work can realize the burden he has carried, and the way he has carried it. There is the associate general director of the war service, Mr. Carl H. Milam, to whom sixteen hours a day of the hardest kind of work seem a pleasing measure, and who has carried successfully administrative burdens which would have laid most of us on the shelf. And finally, there is the general director of the War Service, Dr. Herbert Putnam, of whom I can say no more than that we all marvel at his capacity for work, his administrative skill, his foresight and his penetration. Volunteer work, all of it! Money does not, cannot, pay for the sort of labor these men and their colleagues—for I speak of them all equally with these I have ventured to name—have lavished on *our* contribution to America in her hour of need. It is *our* part not only to recognize their labors, but to carry on their work, to carry its spirit back to our offices and desks, into our reading-rooms and stacks. We librarians are bound to be and do more because of what these our colleagues have been and have done.

We are bound as an Association to do more—not as much or less—than we did before this emergency, this national crisis, showed us our power to do. This obligation is very real and vital and comes home to all of us. Just because the officers of the Association feel it so keenly, I have ventured to make it the topic for this address which our custom requires of each retiring president. But first in any consideration of our possible future activities there necessarily comes the question, "What sort of machinery do we have with which to work?" May we descend from thoughts of our accomplishments, and from our aspirations for future tasks to very practical considerations of our form of organization?

Few things are more tiresome, especially in annual conferences, than "tinkering" with constitutions, as all who recall certain of our meetings will doubtless agree. I must almost apologize for taking these matters up here and now. But I must also in honesty say that my experience as your president shows that our organic law is very far from making for smooth and rapid achievement. We really have a most clumsy organization, particularly in view of the fact that we live all over the United States and Canada, and that actual meetings of committees and boards are most expensive of time and money. Let me mention only a few of the obstacles and anomalies resulting from our constitution.

We expressly, and most wisely, place the responsibility for the business of the Association in the intervals between meetings on the Executive Board. One of the fundamental functions of such a board is the making up of the budget which governs practically all expenditure and hence determines the extent and range of the Association's activities. But the budget of this Association is prepared for the Executive Board's adoption by the Finance Committee, only one of whose three members, by our constitution, is a member of the Executive Board. This is not said in criticism of the work of the Finance Committee, but of the system, and of the possibilities of friction and delay which are involved. We have also a constitutional provision allowing mail votes of the Executive Board; an absolute necessity, since we now choose that board largely for geographical reasons, that all parts of our territory may be represented. And as a result meetings of the board can be held but seldom, generally only twice or thrice a year. Hence the provision for voting by mail. But as matters now stand, a single disapproving vote (when conducted by mail) negatives absolutely any proposal until it can be taken up and acted on at a meeting. Now it is of course difficult to secure absolute unanimity of opinion on important matters of business, and this provision results in very serious delays and failures.

We confide our publishing activities—one of our chief functions, and one destined to an increasing importance,—to the Publishing Board, which is by the constitution so devised that but one member of the Executive Board serves on it, and which contains no other officer of the Association. The Publishing Board has done fine work, and deserves the thanks of this body. But it is not necessarily responsive to the policies of the Executive Board or of the Association, and in fact it may perfectly well be out of harmony with both. Again, I repeat, the form of organization is not one which works smoothly and quickly; again without criticism of individuals.

The treasurer of the Association does not sit on either the Finance Committee or the Executive Board. His function under our constitution seems merely clerical, and it is no small tribute to Mr. Roden's patience and loyalty that he has been willing to serve us these many years without greater recognition and without the power to put his business experience in office at the disposal of the Association. While recognizing the public spirit and fidelity with which he and the members of the Finance Committee and of the Publishing Board have done the Association's work, it appears strangely anomalous that in these days of efficiency systems our various bodies should be so disjointed. In the direction of smooth and rapid functioning I suggest that a simple scheme of things in which our Executive Board should serve virtually as a Board of Directors performing the work of the Association through committees of its own body would prove a signal advantage. In my judgment, our organization is far too complex. It should be simplified and made more efficient by following the example of business corporations. If we but detach ourselves from the circumstances which have produced our present form of organization and view it from the standpoint of an efficiency engineer, we can see at once that it would benefit greatly by centralizing responsibility and authority. Some such process is a necessity, I believe, if we are to meet the demands which are pressing upon us.

I therefore urge that you consider this matter very carefully at the business sessions, for I am convinced that until the constitution of this Association permits concentration of authority and rapidity of action we shall never perform the work we ought to do. This conviction is the direct result of my observation in the past year when so many important matters have been before the officers of the Association. I know it is shared by many

thoughtful persons, and I trust you will give it your attention.

What are these demands of which I have just spoken? The chief of them all comes from ourselves. We have seen the splendid spirit with which our library folk have responded to the call for their services in a time of national peril. We have felt both pride and satisfaction in the way the American Library Association has been doing big things in a big way. On every hand I hear librarians saying, "We *must* not lose this spirit—this momentum. We must keep it for our peace time work. We need it. There must be no slackening, no slump, no dropping back, no disobedience to the vision." Do you not meet this sort of feeling and of talk? I do, wherever I go. Sometimes it takes one form, sometimes another, but it is there, constantly and always, this determination not to drop back into mere routine, not to let slip this sense of power. Can we, dare we, ignore this call to continuing service, service as a body, not merely as individuals. Whatever else we do here in this week, we must not, I feel—and I am sure you all agree with me—we *must* not assume that with the war our collective responsibility ends, and we may now go back to 1917 and take up the old threads where we left off.

So strongly has this feeling been in the hearts of the officers of the Association that they felt confident that you would wish, would decide, would plan to go on to further corporate work in peace, work for the benefit of all libraries, and of communities having no libraries. To this end a library survey of the entire country was authorized by the Executive Board in January and entrusted to a Committee of Five on Library Service. This committee was charged with the duty of setting down the actual conditions of American libraries today, their incomes, their property, their staffs, their salaries, their methods, their practice. It is to report here on its plans. How great is the need for some such statement of conditions, practice and standards, I can testify from repeated experiences during the past four months. "Can't you give us some *definite* statement of what it would cost to run a college library in the right way?" That was the demand the Ohio College Association made on me last April. "What should we as trustees expect our librarian to do?" has been asked of me a dozen times in the last year. "Is our library doing well for its income?" is a fair question for any citizen, whether a trustee or not. Some norm by which we can measure ourselves, some statement of practice, of salaries, of methods, of training, which trustees and librarians can set before them as a goal, or a point of departure, this is what the Committee of Five will try to draw up. To do it properly will be most costly, but then, so will any other piece of good work. If we are to go forward, we must first know where we stand. This we hope the Service Committee of Five will tell us, and I appeal to you all to second their efforts in your most hearty manner.

One of the amazing experiences of the library service for soldiers and sailors has been the repeated calls for similar service to civilians. The money contributed for war work has been used solely for war work, but it has been heart-breaking to refuse the many appeals for help—help which we could give, had we but the means. At the Council meeting, which is open to all members, some of these kinds of work will be brought out by persons who have knowleoge of them. But let me say in advance that we could keep an active force at work at headquarters doing perfectly legitimate library work not now being done by established agencies, had we the means. There is the continuing service to the Army and Navy, which we hope will be taken over by the Government; service to the merchant marine, now so sadly neglected, and so appealing in its demand; service to lighthouses and lightships, and to the coast guard; information and inspection service for communities in real need of expert advice, particularly in states having no library commissions; service to the blind, which is so

costly and which so few local libraries are able to render effectively; service in organizing interlibrary loans, and thus making the resources of the whole country serve research; service in coöperative buying, in which we ought to bring to play for the benefit of us all the experience of buying for the war work; service in publicity which will recognize that the best publicity *is* service; service to practical bibliography, unlocking the treasures too frequently concealed in card catalogs; service in preparing all manner of union lists, to avoid much duplication of rare sets, and much bidding against one another; service in aid of special library training; service—but I will stop; why catalog the various coöperative enterprises and public benefits in which we are eager to engage? The work is here and ready to our hands. The harvest needs but the reapers.

But, says doubting Thomas—for he is here, many of him—where is the money coming from to do all these fine things? Where, I ask, did the millions of books come from? What was the source of the millions on millions of magazines? Who gave us nearly five million dollars for our war work? Who is buying doughnuts for dollars as I write these words? The American people only have to be convinced that we have a good thing, to give us all the money we need. If we can't convince them, then we won't get it. But we should, I am sure, have a friend in every man in both services who saw our bookplate on a book he read. If we can believe the tales we hear and the letters that come in, the boys believe in us and in our work. If, as I believe, we have *their* good-will, the rest is easy. The money will come, but not without asking, if also not for the asking. It will be your task at this conference, my fellow members, to decide whether you wish to make the venture, to ask for the money, to decide whether you believe enough in your work to try to make the American people believe in it.

A word in conclusion. The emergency work of the past two years has been done by a happy combination of our experienced leaders and our younger men and women. If the American Library Association is to go forward, whether on the plans before us today or on any others, it matters not which; if the American Library Association is to go forward, it must be by the efforts of the younger generation. I see before me a few veterans who have been with the Association since its first meetings. We listened last year at Albany to him who was long its chief servant and its chief inspiration, Melvil Dewey. But, ladies and gentlemen, his words, prophetic as they were, marked the end of an epoch. The men of 1876 are almost all gone. The men who came into the work in the nineties are getting old. The war has shown the powers of those men and women who have come to us in the last two decades. To them belong the tasks of the near future. If ever we feared lest the men who should succeed Dewey and Winser, Larned and Poole and Cutter, Fletcher and Brett, and our other pioneers should set a lower mark than theirs, that doubt has been dissolved by the last two years. Those who come after our pioneers are more than equal to the task. Together, if they will bear with the slower wits and less active bodies of us older men and women, we can carry the American Library Association on to greater and nobler service.

For very plainly we stand at the crossroads. Our war service is all but done. Six months will see the end of it. We can of course go lumbering on, doing fairly well, as of old, our accustomed tasks. Or we can strike out into new fields, into ways of practical library service that are clearly open. I am confident of your choice, and more confident that we can not go back. We shall, I am sure, make 1919 memorable as the year of the great decision.

THE LIBRARY WAR SERVICE AND SOME THINGS IT HAS TAUGHT

By Chalmers Hadley, *Librarian, Public Library, Denver, Colo.*

The year is half gone and few have remembered it as the centenary of one who for more than half a century profoundly influenced British and American thought. For fifty years John Ruskin represented finality in matters of art to the Anglo-Saxon mind, and his pronouncements in political economy were absolute to a smaller but equally fervid following. It fell to the waspish Whistler to remark of Ruskin, "Political economists considered him a great art critic, and artists looked upon him as a great political economist."

If his panegyrics on the old masters, long-discovered before Ruskin's time, continue to be read in these revolutionary days, it will be largely due to the English in which they are couched. Of his philosophical utterances, his belief in the beneficence of war makes Treitschke sound as a belated echo.

It was in an address at the Royal Military Academy at Woolwich that Ruskin concluded, "When I tell you that war is the foundation of all the arts, I mean also that it is the foundation of all the high virtues and faculties of men."

We are much too close to the last five years to get any perspective or proof of Ruskin's words. We can only believe that through an all-wise Providence, progress will follow that cataclysm. We know, however, that it has already developed a sturdier patriotism and a national consciousness in this country, that will go far in guarding us against Colonel Roosevelt's fears that we become merely an international boarding-house or a debating society for parlor bolshevists.

Time alone can reveal full results, and we can only realize now how profoundly and universally every activity was affected. The war changed women's styles and men's shoulders. Our painters dropped their futurism and devoted themselves to camouflage. Our architects left their skyscrapers and betook themselves to industrial cities. Our musicians forsook the perversions of contemporary German composers and returned to the clarity of the classicists. The voices of our poets, whether they sang in traditional verse or in the recitative of the free school, were drowned by the songs of those who held "rendezvous with death."

But how did the war affect us as citizens who made a particular contribution to the war's winning through the library war service of this Association? What did this service teach our individual libraries and the American Library Association itself? What benefits have accrued to us as individual library workers?

To agree with Ruskin on war as a beneficence is quite the same as urging a conflagration to give firemen employment, but surely our efforts through the library war service have done much more than supplying books to our men at home and abroad, incomparable as that work has been in all the annals of library history.

What we got as individuals from the library war service depends on the rule which governs all investments — we received in proportion as we put in. What we got as librarians, as library institutions and as an organization, is another matter.

One of the first things we got and got hard was a shock to our pride as respected and heretofore useful citizens. Because of the varied activities in which we had participated through years of peace, it was a jolt to our complacency to realize how lightly we were held in the feverish activities of war. The mechanic, the farmer, the fighter—all were seized by the government in the stress of preparation, but as librarians, we found ourselves at first with the physically or mentally unfit. Even when we began to see our place as an organization in the machinery

of war, we were humbled by the popular ignorance of what the A. L. A. was and what it stood for. We remembered being mistaken on one sad occasion for the American Laundry Association, and it was fresh evidence of our isolation when now we were thought to be, as Dr. Raney found, the Australian Light Artillery.

We have blamed ourselves solely for this condition and have railed against our seclusion. We have called on our powers that be, to sing aloud the song of the bandar-log, and they sang. Probably no other organization of our type was ever given the publicity that was secured for us and our library war service through posters, press and preachers. The President of these United States and his cabinet officers, trained campaigners and untrained ones, magazines and the daily press called attention to the officially designated organizations of which we were one.

" 'Sisters and brothers, little maid,
How many may you be?'
'How many? Seven in all,' she said,
And wondering looked at me.' "

We, wondering, looked at each other through the early days of our war work, and looked particularly wondering when after a year of intensive work and extensive publicity, we discovered the volume, "War relief work," published late in 1918 by the Academy of impressive name, and read, "The Academy has had in mind two principal objects in presenting this volume to its readers. First, to provide up-to-the-minute and accurate information in regard to the whole subject of war relief at home and abroad..."

In this volume we read of war insurance and the Red Cross, of training camp activities and religious organizations in war relief work. We found also one entire section on the war relief of social welfare organizations, and of the six brother and sister associations who were supposed to be seven. But there was no part or chapter devoted to the American Library Association or its library war service. It was only by consulting the index that we discovered the entry, "Library association. America: activities," which gave us the reminiscent feeling that comes from continued incorporation of our national activities into the annual reports of our coöperating friends.

In spite of such occasional ignorance of our war service, at no time has there been the widespread information of the American Library Association and of libraries in general, as at present. We may not yet have mastered the psychology of library advertising but never before has there been such an intelligent or extensive campaign about library work as the library war service brought forth.

One of the lessons it has given is the demonstration of the innumerable ways in which the library can advertise its work as an educational institution, without resorting to the particular methods of the department store bargain sale, or the flippant vernacular of the so-called commercial "live wire."

Our publicity not only produced results in the various campaigns, but it also produced favorable comment from business men and other alert citizens. They evidently interpreted it as a demonstration of energy and resourcefulness in terms they understood, on the part of an institution which too frequently has appeared as moribund outside of its own walls.

Successful and instructive as have been the many graphic methods employed to get our war libraries together, the great use of those libraries in camps and cantonments resulted primarily through the thousands of men who were supplied with the books they desired, and who told their comrades of those books. Good books and good service after all are a library's best advertisement. This does not minimize in any way, however, the importance of using every proper means of extending a library's usefulness by extending information regarding it. There are thousands of people who will respond to a poster, whether it advertise bustless screens or rustless books, and one great lesson from the war service which we must apply to

our library activities as never before, is publicity and more publicity.

When the library war service was opened to the experience and ability of our library workers, it provided a great outlet for the patriotism and desire for service in our midst. Dr. Dewey used to remark that one advantage a man librarian possessed over a woman lay in his ability to eject an obstreperous library intruder if necessary, but the qualities displayed by our woman librarians in war service dispelled even this illusion. For several decades our alleged humorists have produced their perennial allusions to the prudish, bespectacled spinsters, both male and female, in library work. No one who saw the educated, well-bred, entirely capable women of the American Library Association, devoting their energies in hospital libraries, dispatch offices, navy yards and other activities during this last year, will ever again look upon a skirt as an impediment, either literally or figuratively speaking.

In the camps and hospitals of this country were librarians, both men and women, who opened the eyes of the military officers and our own, if they needed opening, to the admirable type of library worker in the library war service. Many of them were young, late products of our library schools, but with a catlike ability of alighting on their feet. There were those who had never filled conspicuous seats in our Association, but who reflected credit on all of us. As a body of workers, the representatives of the A. L. A. were the equal of any, and for personal qualities and a certain finesse, they were the superior of any other body of volunteer workers who came under my observation.

It was largely due to these qualities that this Association of only 3,500 members was given equal recognition by our national Government with the more powerful ones. A critic once characterized this Association as one where dullness was mistaken for learning, and human interest for frivolity. Our library war service has showed critics of every type, that of all the organizations in this country classed as "learned," ours was the one at least that could place its equipment for peace, in the machinery of war, and make a particular and definite contribution to the winning of the war. In doing this, it welded itself into a coöperative force that none of its articles of incorporation could have effected.

One revelation the library war service gave us was a realization of the unique and admirable place filled by the Library of Congress in this country. As library workers, we thought ourselves somewhat acquainted with the possibilities of that institution, but we found our knowledge of it still in the evolutionary stage. To our younger eyes it once appeared as the climax of architectural grandeur, and later we knew it as the peer of any of the great national libraries abroad.

When the library war service was needed, we saw the Library of Congress take the position assumed by the wisest of our state universities—that their greatest contribution and service could be made directly to the people of the state at large, and not necessarily through the small, selected number in attendance as students. The way in which the Library of Congress made available for the library war service its machinery, staff and organization in general, gave a new conception of what a truly national library could be.

The success of this relation between the Library of Congress and the American Library Association emphasizes the value of a continuance of some definite coöperation between our Association and a governmental department. The close of the war by no means closed the value of our library service. There are other library conditions which are pregnant with possibilities, and of such scope that only a national handling of them can insure success. They are not of a type to be handled as a by-product of existing Washington bureaus, but they require the intelligent direction of experienced librarianship backed by governmental authority.

Another important lesson taught by the

library war service, was the great defect shown in our library organization, through the failure to gear up the library trustees of this country and Canada with the American Library Association itself. This defect was made more glaring than ever before, when we saw the result of what the war service secured through the coöperation of library trustees, which the A. L. A. has lacked.

Few of us doubtless realized the extent of this loss until recently, when statistics of A. L. A. membership were published by our secretary. With a total enrollment of 3,400 members, Mr. Utley stated there were 7,000 libraries, 16,000 librarians and assistants, and 40,000 library trustees in the land.

I do not know the exact number of library trustees enrolled in our Association, but of the first 500 names listed in the last Handbook there were sixteen trustees. At this rate, we have among our 3,400 members about 112 trustees of the 40,000 who are eligible.

Taken as a civic body, I believe the typical library board represents the best citizenship in its community. Since its members are usually appointed, not elected, and serve without pay, a careful discriminative selection is insured. Their greatest value usually is not what they do in the library itself, but what they represent and stand for, in and to the community outside. They usually are the leading business and professional men, and women who are most interested in the city's educational and social work.

When we remember the work of these trustees in the war service campaigns, and their ability to get library activities before the public and in coöperation with other activities, we realize what a loss of 39,888 library trustees in our membership means. Certainly we must devise some special plan to increase this membership. Our bankers and lawyers and business men who serve as library trustees, devote time and attention to our institutions, which if given to private enterprise, would represent large financial returns. Since they serve the city without pay, would it not be entirely proper therefore, for the larger library institutions at least, to take out memberships in the A. L. A. for their trustees? Such a use of city moneys would be an economical investment because of the information and consequent effectiveness library trustees would be given through membership in this Association.

The A. L. A. has reached a place where the active assistance and coöperation of our library trustees are imperative. Our Association no longer can limit its work strictly to the library problems represented by its membership. As a result of its war activities, a program of great constructive service lies immediately before it. As Horace Mann said, "One former is worth a thousand reformers." The most important problems immediately before us will require much money for their solving. The spirit of giving, tinged with deep emotions of self-sacrifice and patriotism, made the raising of funds comparatively simple during the last two years. The armistice changed this overnight, and the days of easy contributions are over for the present. I believe we librarians would have small success in collecting any considerable sums in our various communities, but our library trustees could do immeasurably more if they can be thoroughly impressed with the importance of the work which lies immediately before this Association. The definite concern of library boards in the work of the A. L. A., heretofore has been entirely too remote. Their interest is too largely a reflection from that of their librarians, and before any great step forward can be taken by this Association, I believe we must first secure the vital interest and definite support of our library trustees. The future program of the A. L. A. cannot be limited to "the best reading for the largest number at the least cost." The demands of today call on us for the greatest possible public service through books—whatever the cost.

Another direct lesson taught by our library war service is the importance of

continuing that service in our large, permanent military and naval stations at least. It is not necessary for us to prove the value of this service, since this has already been done for us by the men and officers, from General Pershing down. Statements as to what the library service means in the educational and recreational life at the camps have not been of the perfunctory sort in response to requests from us. They have been unsolicited, enthusiastic reports from the men and from officers, some of whom were dubious about the desirability of this service when it was started.

Anyone who saw the collections of books at many of our forts and posts, will realize the great difference between them and the libraries handled there at present by this Association. Before our own books were provided, the collections consisted of government documents, pamphlets, gifts from friends of the officers and men, and purchases made by the officers from their own pockets. I know of one collection which filled a dozen wall cases. Fully half of the books were government documents—census reports, War of the Rebellion records and messages of the presidents. For more recreational reading there were, "Stepping heavenward," "Won by waiting," "Ten nights in a barroom," and other heady bottles of the 1879 vintage. All of these treasures were kept behind glass doors, the key of which was at headquarters. There was no careless handling of these rarities, which were as fresh and clean as when they were locked up.

At another post, isolated by a dreary stretch of semi-desert, baking under a tropic sun, and with recreational activities limited to the offerings of a small town, was a library maintained by the men. The chaplain was the librarian, and being a man of scholarly tastes, the book selection represented his conservative judgment. He had no objection against novel reading for those who cared for this, however, and had placed in the library the best our language afforded. There were "Tom Jones," "Clarissa Harlowe," "Evelina," and their lineal descendants on through to "Diana of the crossways"—the array being an excellent one for studying the development of the English novel.

Such ill-balanced book collections represent a desire for reading and an appreciation of its benefits, but they represent also the inaptitude of busy officers with no experience in selecting wisely or of buying economically.

Frequently the selecting, buying and handling of these books have been delegated entirely to the chaplain, and the libraries unfortunately represent too largely, his own taste in reading. Our chaplains are splendid devoted men, but they are responsible for many duties other than serving as librarians, in which capacity they can bring neither special training nor trained experience. If the results of such undirected library activities did not represent so much sincere endeavor, they would suggest "musical comedy with the music left out."

In the libraries maintained by this Association at military and naval stations, balanced collections have been provided to meet the various moods of various types of men. They have met the reading ability, the special interests and the many intellectual and recreational claims in books of men from every walk in life. These books represent economical buying and economical service, which means high returns in usefulness on a modest investment.

The A. L. A. has not stated definitely how long it can continue this service in camps and stations, but this service represents too much work, money, and usefulness to be discontinued. It seems to me that the only proper basis of library work in the future, at the large, permanent stations at least, will be the continuance of this work, handled as an official activity by experienced librarians, under the War and Navy Departments.

It seems unnecessary to speak at greater length of the library war service and what it has done. How it has given the American Library Association a new and enlarged vision of usefulness and service such as it

never had before, need not be dwelt on, since all of us realize this. The A. L. A. has put its hand to the plow and cannot look back. Neither need we dilate on the achievement of the service in placing libraries on the map to a large part of our male population by teaching thousands of our men, unacquainted with libraries before the war, to use them. And in passing, may we express our full sense of the fine coöperation given us in this accomplishment by the book publishers of this country. Neither can we do more at this time than mention the stimulus given by the war service to the professional consciousness of library people all over this country. But in closing, we must speak of one great satisfaction the library war service has given this Association, and that is the knowledge that through it the A. L. A. has found itself. Do you remember Kipling's story, "The ship that found herself?" The day had come for the vessel's first overseas voyage, "and though she was but a steamer of 2,500 tons, she was the very best of her kind, the outcome of forty years of experiments and improvements in framework and machinery."

"And now," said the owner's daughter delightedly to the captain, "she's a real ship, isn't she?"

"Oh, she's not so bad," the skipper replied, "but I'm sayin' it takes more than christenin' to make a ship. She has to find herself yet. She's all here, but the parts of her have not learned to work together yet. They've had no chance. Every inch of her, ye'll understand, has to be livened up and made to work with its neighbor—sweetenin' her, we call it, technically."

And the ship departed on her first overseas voyage, and in the midst of it she encountered a storm which tossed her up and plunged her down and battered her superstructure and flooded her decks until she thought herself lost. And all through the stress of storm, the ship's many parts called to each other. There was friction between the plates and the rivets as the plates cried aloud at the strain, and the engines called on the steam for more power, and all called on the rudder for a straighter course, but suddenly among the complaining parts "there was a long silence that reached without a break, from the cutwater to the propeller blades of the ship, and the steam knew what had happened at once, for when a ship finds herself, all the talking of the separate pieces ceases and melts into one voice, which is the soul of the ship."

"Well, I'm glad you've found yourself," said the steam, "and now we'll go to our wharf and clean up a little and next month we'll do it all over again"—if we have to.

REACHING ALL CLASSES OF THE COMMUNITY

By John H. Leete, *Director, Carnegie Library, Pittsburgh, Pa.*

Judging by the library records of the fifteen largest cities of the United States, we have made some progress toward reaching all classes of the community. Our books, at least, are leading a useful life. The circulation figures of these cities show what would be an average demand of five times a year for every book in their collections. These same figures would seem to show that every resident, including babies in arms, reads one book every four months. The registration records show that one person in every seven of the total population is nominally, at least, a patron of the library. This means that even more than one family in every seven must come within the sphere of the library's influence.

Now if these were facts and not mere misleading statistics and still more de-

ceptive averages the situation would be somewhat satisfactory and extremely encouraging. If every resident took even such a moderate dose of library salvation as one book in four months we would possibly be justified in adopting a policy of watchful waiting. But unfortunately for our peace of mind we know that the figures quoted are only statistics and averages and not solid facts. We know that our *books* can do more *work*—we may question whether the librarian can do more work—but we will not question the fact that there is more work that ought to be done. We know that many intelligent people of the community, many of our personal friends, make no use of the library and that few, very few, have the library habit. We know, in short, that we are very far from reaching all classes of the community. We know that we are even far from making a sale to many who must be regarded as hopeful prospects for library service. If we look facts in the face we must recognize that the library is not holding the place in the community that it ought to hold—and unless we are over-optimistic we will not count upon riding into that place on the wave of war activities.

In one particular, at least, the library is not to blame for this situation. Whatever the shortcomings of library work of yesterday, no one can doubt the willingness, the intense desire of the public library of today to be of service to the community. We have left far behind the time when the library was simply a mausoleum for the safe-keeping of books—the time when the book was chained tight to the desk, and the chain was made short to prevent the book being polluted by too great a circle of readers. We have gone beyond the stage in which mechanical technique necessarily consumed the most of the time of the librarian. Today we are unanimous in making not mere possession, but use, the test of library efficiency.

We have made another step toward universal library service by adopting more businesslike methods. Few of us would now feature fur coats in midsummer or attempt to turn the ten-year-old boy from his coveted jew's harp to a grand piano. We may wisely go farther in the adaptation of our stock to our patrons, not at the sacrifice of our ideals, but as a means of reaching them. We may certainly do more to anticipate the needs of the community we serve. The library is still too often the place for post-mortems. However, while there are still many business principles and practices which remain to be generally adopted by the library, no argument is now necessary to prove that library work is a practical business as well as a theoretical profession.

In order to limit the discussion of this question to the three points I have in mind we shall make two additional assumptions. We shall assume for one thing that the library has ample funds to carry its ideals into fulfillment. Unfortunately this is not always true, but I know of no surer way to make it come true than by reaching more of the community more effectively. It is true that more funds are necessary to do a bigger job, but it is equally true that it is necessary to do a bigger job in order to secure more funds. We shall also assume that the public is ready for more extensive library service. This I believe to be unquestionably true. The public is more appreciative of past services, more ready to ask for new services, more receptive of the advances of the library than ever before.

If then we are eager to serve—if we have the staff and the resources that are needed for service—if the public wishes to be served—why is the library not reaching all classes of the community? I would not presume to answer this question definitely or professionally. However, my viewpoint has until recently been that of the outside public, and from that viewpoint certain general principles seem to have a direct bearing upon this question. It is these general principles which I wish to bring to your consideration.

The first condition I believe to be abso-

lutely essential to reaching all classes of the community is a more sympathetic, genuine and active participation by the library in all the interests and activities of the community. I mean by this not only participation as a professional librarian in activities bearing directly or closely on library work. I mean also participation in non-library activities, both as individuals and as an organization. I mean not only participation in book campaigns but in bond campaigns. I mean in short that the library and the librarian must be part of the community.

We have held closely to our professional groove. As a result, our work, which touches so many interests of active life—which finds indeed its chief justification in its service of those interests—has come to be regarded by many people as a calling for the recluse and the hermit. The "niceness" and "retiredness" of our work is even regarded as sufficient reason for placing our salaries also at the vanishing point. We are apparently expected to soften the pangs of hunger by devouring exclusively the product of the pen—not of the pen that makes Chicago famous. We are the objects of some curious misunderstandings. Even in the throes of the most human as well as the most divine passion we are represented as running true to type. The profession is not often honored by the attention of the artist, but recently a librarian was depicted in what might be designated as a library balcony scene. The lover, an anæmic, emaciated, bloodless individual is pictured bearing an enormous armful of bulky volumes to his lady-love. I have chanced also upon several word pictures recently and they all tell the same story. It is not a true story, of course (I trust we have some sense of humor), but it does give a caricature of the popular conception of the librarian. What is the basis of this reputation unless it be the impression we have given that we are interested only in books and books alone!

During the war the religious organizations went outside the spiritual field to provide bodily comfort and cheer for the soldier. Chocolate and doughnuts, and even cigarettes, for the first time became parts of our religious creeds. I wonder what we would have thought if our War Service Committee had proposed that we undertake such a service. We would have thought that they were candidates for even greater seclusion than a librarian's sanctum. And still worse, I am afraid that the public would have agreed with us. Whether or not chocolate and cigarettes and doughnuts go as well with a good book as they do with indifferent salvation, is beside the question. The point I am trying to make is not that we should have mixed doughnuts and books, but that we think of ourselves and the public thinks of us as interested exclusively and eternally in books and immune from all other sympathies and activities. In other words that we are in a backwater of books, and not out in the full sweep of the current of active life in the community.

Let me mention just one additional instance in support of the statement that we librarians confine our interests largely to the book side of our work. Recently I attended a conference of social work—it was more than that—it was the National Conference of Social Work. It represented the ideals and the activities of social work of to-day in the United States. It included practically every organization interested in community welfare work, giving the term welfare its most liberal interpretation. Its program discussed topics bearing closely and sometimes directly upon our own field of work. The purpose, the personnel, the program of the conference were all kin to us. Yet the library and library work were not mentioned and the librarian was noticeably absent.

Now, of course, we must know books—that is our business or at least is a part of our business—but books and bookish things should not be the *exclusive interest* of the librarian. There is a human side of our work—and if we are to reach all classes of the community, that human side must be emphasized. We must know what

our people are interested in, what they are thinking about, what they are doing, in order to make the library of real service to them; and we cannot know what they are thinking and doing without being active in the general community life. We cannot trust long range observations from a library pinnacle for our working knowledge of the community and the definite service needed. Nor can we interpret the thought of the community at large by observations made upon a narrow circle of bookish people. You recall the incident of the Scandinavian woman who spent her six months in this country visiting various Scandinavian communities. She returned to her native land convinced that the United States was virtually a Scandinavian colony. Public institutions need intimate contact with the whole community if they are to serve the whole community. The government that loses close contact with its people soon ceases to serve them. The church has learned the necessity of abandoning the seclusion of the study and is bending every energy to come close to the everyday life of the people. Education became a factor of wide power only when it popularized its exclusive academic theories. So it seems to me that the effectiveness of the service of the public library depends upon its establishing close relations with the public. These relations must come from an identity of interests and sympathies. This identity of interests and sympathies must be expressed by active participation in the affairs of the community.

We need the backing of the community if we are to reach all classes of the community, and we can only secure that backing by doing our share of the general community work. The library must support the community if the community is to support the library. Do you recall the feeling of dismay that came over you when you were asked to undertake the first modest money campaign for books for soldiers? Do you recall also the feeling of relief that you experienced when our organization was classed in the last campaign with the other welfare organizations? What was the cause of that dismay? What was the basis for that relief? Were we not dismayed because we feared that we had not formed that personal contact with the community as a whole which would enable us to make a strong appeal to the public and to form an organization of active workers which would be effective in presenting that appeal? Were we not relieved in the last campaign because we felt that these other organizations had formed this contact and could make this appeal? I know that we argued with ourselves that the other organizations from their very nature took hold of the imagination and hearts of the people—but are there not similar opportunities open to the library? We had allowed ourselves to be regarded as an institution shut in by the two covers of a book. We had neglected to emphasize the human side of our work, and it is from that side of our work that our appeal must be made to a large part of the community. We must serve as privates in the ranks of other activities if we hope to muster followers in the library's cause. The appeal of the community must reach the library, if the appeal of the library is to sound not faintly in the ear of the community.

I hope no one will misunderstand me. I am not arguing that we should lower our standards. I am not arguing that we should turn our backs upon the books. I am not even arguing for the adoption of side show methods in library work. I believe that in books and related literary material we have our natural approach to the community and that through them we may most effectively serve them. I am arguing, however, for the broadening of our interests to include the other interests of the community. I am arguing that the library as an institution and the members of the staff as individuals should become active participants in the general affairs of the community. I do believe that the library should become a true community center. The library is primarily a localized institution and if it is to be

alive and growing it must sink its roots deep in the community.

As a second essential for reaching all classes of the community we must have something to give that is of value to all classes of the community. There can of course be no question of the intrinsic value of what we have to offer. The records of the experiences, the beliefs, the accumulated wisdom, the hopes and fancies, the achievements of mankind of yesterday and of today surely have something of worth in themselves. But even articles of great intrinsic value are not always valuable to every individual under every condition; under certain conditions they may be negatively worthless or even positively injurious. The question therefore is not the intrinsic value of our material but its value to the man whom we are trying to reach.

This means that we must take the broadest possible view of our work. We cannot satisfy the varied interests of a community by offering a standard quantity of standard material of standard quality. We must "make the punishment fit the crime." The public has come to have a nice discrimination even in breakfast foods. Nor can we always serve articles in their original packages. We must be ready with our teaspoonful of broth as well as our pound of beef. Sometimes our prescriptions must even be of the predigested variety. Are we always ready to do this—or if we are ready to respond to an insistent demand for this simple service do we cultivate this humble field as diligently as the more attractive professional fields? Do we recognize that the teaspoonful of gruel may be more necessary than the pound of steak? Are we really anxious to make the library popular?

Certainly our conception of our work must be broad enough to enable the library to fill its proper place in democracy. That is not only advisable as a means of reaching all classes of the community—it is also a plain duty. We are at the beginning of a new order of things. The people are in the saddle and they are leaving the beaten trails. New relations must be established between capital and labor, between employer and employed, between government and the governed. Conflicting opinions and clashing interests must be reconciled if order is to come from the present unrest. Many students of government believe that a clearing house of ideas and opinions must be established if orderly democracy is to survive. In this great work of informing and educating the community, in this readjustment of old ideas to meet new conditions, in helping the individual to find his place in the new order, the library should play some part. Granted that this seems an ambitious program to undertake under present conditions, it still remains true that the library has many qualifications for the rôle. It is a public institution free from religious prejudices and class interests. It has the material resources and the trained workers. It is a welfare organization that belongs to the whole community. I am absolutely convinced that in this service we have a great opportunity—an opportunity to make the library a truly vital force in the community, to make it in fact the people's university. Have we the vision and the courage and the initiative to take advantage of this opportunity?

A few weeks ago without warning I asked fifteen of my staff holding executive positions, most of whom had long experience, to state in not more than twenty-five words their conception of the function of the public library. They were allowed less than five minutes for what they laughingly called "the examination." These definitions all breathed the spirit of service, but in breadth and in depth they varied greatly. One of them so aptly expresses the point I am trying to make that I shall quote it. It read, "The function of the public library is to supplement every interest of the community with literary materials and related literary materials and to provide means and methods of contact." That is the broad conception we must take of our work if we are to reach all classes

of the community. That conception makes library work a real job.

There is a third essential for reaching all classes of the community. We must not only know and be a part of all the interests of the community, we must not only have something to give of value to all classes of the community, we must also let all classes of the community *know* that we have something to give them. We all recognize the importance of this principle in the abstract but, speaking for one library at least, we do not carry it into very effective execution. If you have any doubts as to the ignorance of the public upon the service offered by the library, ask the man in the street what he thinks is the function of the public library. You will find a tremendous gap between your conception as a librarian and his conception as one of your prospects. And that is one of the chief reasons why the library is not giving its full service to the community. We sit in our strongholds behind a barricade of books, waiting patiently—too patiently—for a call upon our services, when I venture to say not fifty per cent of our people know that we have anything to offer them beyond the loan of a book they do not particularly crave.

Is our duty done when we meet the demand that is thrust upon us? Are we to sit with folded hands and wait for more demands? That is not the American way. The American doughboy did not sit in his trench and wait for the attack, reasonably safe but perfectly harmless. He *sought* the Hun. He went over the top and left the safety of his trenches behind him. Isn't it time for the American public library to go over the top of the books and put the no-library land of today behind the trenches of tomorrow? Let us make some new library territory. Let us let the public see at short range what we have for them.

We need aggressiveness. We need no longer tell the man in the street there *is* a public library but we do need to tell him just what that public library can *do* for *him*. And that message should not be held till he calls for it at the library. It should go to him at his home, at his club, at his place of business. It should be a personal message brought in person whenever possible; it should be a definite message of help, not a general exhortation to use the public library; it should be put in plain English, not couched in library jargon. Still more important, the message should come not from the director or heads of departments alone, but from every member of the staff. And our staffs must be organized as carefully to accomplish results in this direction as in other departments of library work. We must make it our business.

Greater activity by the library in the community and community affairs, something to give of value to all classes of the community, aggressiveness in getting to the community a definite message of specific service—these seem to me three essential conditions for reaching all classes of the community. They are general principles, of course, and not a specific formula. You have heard of them all many times before, but that does not detract from their importance. At any rate they are three prominent articles in my creed as a pseudo-librarian. How shall they be accomplished? I am sure of two facts. They cannot be accomplished by one grand push or the sounding of a trumpet. We may walk round about the walls of Jericho seven times—indeed in some cases we probably have already done so—and it won't do any harm to blow the trumpet; but I'm afraid the walls will still have to be scaled. I am equally convinced, however, that there is not one person present who does not know of promising points of attack on the Jericho that stands in the way of his library. On the contrary the very multitude of opportunities is itself confusing. We hardly know where to strike first. Then too we have friends within the walls.

If you ask me what we have done in Pittsburgh, I shall have to answer, practi-

cally nothing—we have but scratched the surface, but we have made a beginning; and while it is still only the substance of things hoped for, the evidence of things not seen, I have such a firm belief in the future of library work, I have such confidence in the ability of the workers, that I know in time the things hoped for will be accomplished and the things not seen will be tangible realities.

THE LIBRARY'S TASK IN RECONSTRUCTION

By Paul M. Paine, *Librarian, Public Library, Syracuse, N. Y.*

What is meant by the subject of this morning's meeting is, I take it, that we who are here feel a new call to service. That word is our creed. Service is the whole duty of all of us heralds and billposters of literature.

For us, as for others, many things have changed. But the ideal of service has not changed. The material with which we work has not changed; nor has the need of our work diminished. What our whole duty was before the war is our whole duty now. Has the glow of the great conflagration of the past four years thrown a new light upon it? Has it kindled anew the inspiration to service? Has the war brought any fresh conception of how our service to mankind may be bettered and built up? These are the questions I shall try to answer. My twenty minutes deals with the worker and his field, not with his tools.

I answer these questions in two statements. The first is that as agents of free reading we need to go back to rock bottom, and consider anew some old ideas about what books can do. The second is that we need to broaden the field, recruit a new army of readers, engage in a big plan of home mission work on behalf of books.

Nine years ago the Amherst class of 1885 met for its twenty-fifth reunion. It did not confine itself to the usual activities of quarter century reunions—congratulating those who have succeeded; toasts to the memory of those who have died; speculating idly on the fate of those who have failed; passing the hat, perhaps, for some new memorial of the class; engaging as youthfully as possible in the bewildering new college yells and the alumni parade. The class of '85 asked itself what Amherst had become, what future it had, a small college among so many great and booming universities, what its loyal and intelligent alumni ought to do about it.

What the address of the class of '85 to the trustees of Amherst college was, and the effect it had upon the fortunes of Amherst, are matters of history. I am not concerned with that, but I am concerned with certain passages in the address, for example:

> "Amherst has never taught that every man stands for himself alone, nor that the value of education is in its purchasable gratifications.
>
> "Technical education, which, so far as government is concerned, for the most part teaches devices but not principles, proceeds upon the assumption that it is not wise to look back, and that in any difficulty we should consider, not how we got there, but how we can get out. 'As if,' said Edmund Burke, 'we should consult our invention and reject our experience.' Invention is the parent of Utopias, radicalism of all kinds. Experience is the parent of improvement, progress, conservatism."

And quoting Dr. Woodrow Wilson, as he was then called:

> "Liberal training was meant to prepare them for the whole of life rather than some particular part of it."

These words represent one side of a great educational dispute, the dispute between vocations and humanities. We librarians have no part in that quarrel. We are not trying to exclude any class of readers, nor to deny to anybody any kind of useful reading. Our courses are all

electives. But it *is* important that we should know what we are doing, that we should be acquainted with the material we have, that we should know the value of the magic key which we hold in our hands to unlock to mankind the most precious goods that mankind possesses. And so in this hour when the pressure upon us to provide books which teach how to make a living is at its height, I am urging upon you to remember that it is vastly more important that a man or woman should know how to live.

The sons of Martha did not really need Kipling's noble defence. Everybody knows what the service is that is rendered by those who take care that the gear engages and that the switches lock, and that the wheels run truly. The master of technical processes is still, in the opinion of the majority, the master of the world.

"They do not preach that their God will rouse them a little before the nuts work loose;
They do not teach that His pity allows them to leave their work whenever they choose.
As in the thronged and the lightened ways, so in the dark and the desert they stand,
Wary and watchful all their days, that their brethren's days may be long in the land."

A corking ideal, as Roosevelt might have put it, of the technical man standing stoutly at his post of duty. I wish all the technical men, masters and employees, were living up to this handsome picture. But whether the person be a son of Martha or of Mary, it seems to me vitally important that he should be a person and a citizen first, and a technician afterwards; that he should know mankind as well as knowing a trade; that he should be somebody, as well as do something. Let H. G. Wells' hero in the striking story "The Undying Fire" tell you what I mean:

"I have been giving sight to the blind. I have given understanding to some thousands of boys. My boys have learnt the history of mankind so that it has become their own adventure; They have learnt geography, so that the world is their possession; I have had the languages taught so as to make the past live again in their minds and to be windows upon the souls of alive peoples.

. . . "You made us think and feel that the past of the world was our own history; you made us feel that we were in one living story with the reindeer men and the Egyptian priests, with the soldiers of Caesar and the alchemists of Spain; you made discovery and civilization our adventure and the whole future our inheritance."

So that is the side of the librarian's service in this present crisis that I say needs emphasis today. The liberation of the spirit of man is after all the main task of education, rather than the liberation of the forces of nature.

Men need as never before the light of history, that they may see through what agonies liberty has been achieved in all the ages down to the present—for that is what history is. They need books of fancy and of imagination, that they may feel, if but once in a lifetime, that immortal thrill that Keats' explorer felt when he stared at the Pacific. They need poetry, for, as someone has recently said, "The poet lives as on a mountain noting the essential movement of human life beneath his life and drafting for us its cost, its dangers and its end." They need books that show how much greater the soul is than any material thing can be, and how faith can move mountains. They need, for immediate use, more perhaps than they need anything but the barest necessaries of life, books that can teach them what the duty of the neighbor is between nations, what it is between the one who makes the profit and the one who gets the wages, what it is between society and the child, society and the weak, society and the sinner, society and the man who lies on the ground beside the road to Jericho. I mean that if we are to escape a new kind of domination which now threatens the world, we must know more than either the radicals on the one side or the reactionaries on the other do of real democracy and social justice. Or,

as my friend Frank Parker Stockbridge puts it, "It is of a good deal more consequence for the average man to learn the difference between democracy and anarchy, between bolshevism and socialism, than to teach him the difference between a belaying pin and a marline spike."

And, then, secondly, we need to broaden the field of readers. We need to make converts to the book habit. It is a great thing to have a mission, to believe in something strongly enough to long to make others believe in it. For my part I am sorry for the man who says, "When I go out of my office door I forget my business." The worker is to be envied whose business is big enough, broad enough, varied enough, so that he never wants to forget it.

Well, our business has these qualities; it consists in advertising and retailing immortal truth itself. To how many of us in this business has it occurred that we owe a duty to our calling that reaches beyond business hours, a duty to those who do not know what good reading is, and have yet to be convinced that there is any such thing? That duty is to make him a convert, to open the golden door to him. Supposing that each of us in this room were sufficiently proud of our occupation in life, sufficiently in love with the glorious task that has been entrusted to us to be willing to promise to make one such convert before the end of summer. Could we engage in a more worthy propaganda? Could we estimate the possible value of the service we might render?

Someone may say that everybody knows that good reading is a good thing, and that books are to be had everywhere. I know an editor who never reads a book. I know a college library that gets no patronage to speak of from the faculty. I know, and you know in your own acquaintance, good men and women who are blinded by superstition and materialism, living in daily fear, laying up treasure where moth and rust doth corrupt, dating back in their conception of the social gospel to the time of Queen Elizabeth, untouched by any exalted ideals. Beyond this class you and I know that there are millions of people in the United States who might be eagerly drinking at the fountain of good reading, but who, by the accident of race or position in life, have never felt the impetus or found their way to the fountain. I am not in favor of denying this blessing to these people because they have not yet had time to learn the English language.

It is to such as these that we owe the missionary duty, not alone to those who are registered as borrowers or who have credit accounts at the book stores.

To sum up, then, I say that the duty of the agent of free reading in this great crisis is to keep in mind the priceless treasures of the past that are entrusted to us and to remember that how to live is greater than how to make a living. And second, that we owe a duty to the great class of persons who are never found in libraries, as well as a duty to those who are already enlisted on our side. The duty of library service, then, is a missionary duty —to reach with good books the great masses of Americans who are not now reached by the precious and inspiring message that is contained in books and nowhere else; and in this effort we can call to the colors not librarians alone but educators, booksellers, publishers, and all who share in this ideal.

Finally I invite my fellow workers in public libraries everywhere to remember what John Milton asked the Houses of Parliament to consider, the kind of people we are serving. I am urging, as that saint and prophet of good reading urged, a fearless trust in the inherent sense and judgment of enlightened mankind. I am speaking for Americans. I am speaking for those who inherit the spirit and traditions of that race which invented self-government and liberty. English speaking people have been, and always will be, impatient under censorship. It is useless to try to keep these people from thinking for themselves. The very genius of self-government lies in extracting from a diversity of opinions upon given facts a final judg-

ment and course of action. If we are not safe in placing before our patrons both sides of great questions, social and political, if we are afraid to let them know that there is another side to the question of prohibition, if we dare not put in their hands books which advocate socialism as a widely held idea of the road to freedom, and what the programs of labor are; if we dare not let them see what even bolshevism says of itself, then we are committing the sin of the buried talent. "I cannot," said Milton, "prize a fugitive and cloistered virtue, unexercised and unbreathed, that never sallies out and seeks her adversary, but slinks out of the race where that immortal garland is to be run for, not without dust and heat."

SOME PRESENT-DAY ASPECTS OF LIBRARY TRAINING

By Charles C. Williamson, *Chief, Economics Division, New York Public Library*

The president had invited me to discuss this topic and I had promised to do so before I had any idea that I might have some responsibility for the professional training division of the investigation to be conducted by the Committee of Five. I have not consulted my colleagues on that committee in regard to what I am about to say. In other words, the proposal made in this paper is a personal and not in any sense a committee affair at the present time. I feel it is incumbent on me to make this statement, lest I may seem in what I shall say to have committed myself, and to some extent the committee itself, to definite conclusions in advance of the investigation. I shall state my present personal views as clearly and as positively as I can, but not dogmatically, I hope, and only in general outline. If the plan I am about to propose were actually to be adopted, extended investigation would be necessary before details could be worked out. But even the main features of the plan itself I would gladly abandon in favor of anything else that seems to the profession as a whole more likely to accomplish the object desired.

In order to bring this paper within the prescribed twenty minutes, if possible, I propose to narrow my subject from the plural to the singular and present only one aspect of the training problem, but one which seems to me of far-reaching importance. Omitting further preface and foreword and coming to the point at once, I wish to propose for serious thought and discussion, to be followed by some kind of action, in the not distant future, I hope, the organization of all training activities and facilities into one system under the general direction of an A. L. A. Training Board, with a permanent staff and a competent expert as its executive, and empowered to work out and adopt a scheme of standards of fitness for all grades of library service and to grant appropriate certificates to properly qualified persons.

Let us not delude ourselves into thinking that we already have a system of training for library work. He must be a hopeless optimist indeed who can see in the present training situation anything more than a variety of valuable parts scattered around waiting for vital machinery not yet constructed or even planned. We cherish the delusion that library work is a profession. At best it is only semi-professional. What real profession is recruited largely from wholly untrained persons? Let us face the facts. Every real profession is based on technical training and recognized standards of fitness. That condition is in sight for library work, but it is not here. A system of training adequate to meet the situation, a recognized standard of fitness for different grades of professional work and a system of certificates by which to label those found to be fit, will put library work on a professional basis in the near future. I do not believe anything else will do so in fifty years.

We need not stop to engage in academic discussion of the significance of professionalism nor need we rehearse the story of the sporadic and futile efforts to arouse some genuine interest in certification. I frankly confess that I have no new ideas to present. The proceedings of this Association and the professional journals are strewn with papers and committee reports setting forth with penetrating analysis and irrefutable logic the importance of certification. But plans for bringing it about are conspicuously absent. We believe certification would be a good thing? Well, then, let's have it. Shall this Association, which probably enrolls in its membership every person in the country seriously interested in elevating the standards of library service, sit back and expect others to plan a system of training and certification? Nothing ever happens that way. Progress in library service, as in everything, has always been and will always be the direct result of vision and purposeful planning on the part of those engaged in the work. One needs only refer for proof to two outstanding events—the organization of the American Library Association and the establishment of the first school for training librarians. Yes, and a third must be added—the A. L. A. War Service, splendidly planned, splendidly executed! The Association must become much more than a debating society or a social club. We must shoulder the responsibility for keeping the library service of this country fully abreast of the times—literally, indeed, we must keep ahead of other branches of the public service, for more and more every interest in the community looks to the libraries for guidance.

To avoid being found guilty myself of the fault I may seem to ascribe to others, I venture to suggest the following definite plan for organizing training, formulating standards and certifying library workers. Let this Association establish forthwith a training board—an A. L. A. Training Board, analogous to the A. L. A. Publishing Board. Let that board be made up of a proper number of representatives of library schools, training class interests, state commissions, etc. Make it truly representative. Then let it employ a competent executive who will give all his time to its work, and such other expert assistance and such clerical service as experience shows to be desirable and feasible.

Before sketching the functions of the Training Board, let us take stock of the material on hand to be organized into a system with the Training Board at its center. Note that I do not say "at its head."

First: We have more than a dozen full fledged library schools with some approach to uniformity of minimum standards—standards which all are agreed should be raised. These schools are organized into an association which serves in some respects as a coördinator but seems ineffectual to produce any real coöperation. Secondly: We have an indefinite and fluctuating number of training classes—following no common plan—some striving to become accredited library schools and others falling by the wayside. Next we have summer schools—some good, some better—and many more needed. We have normal schools, high schools, colleges, and universities giving courses in library economy—courses which look much alike in the catalogs and circulars. Who dares to say that one is better than another?

A multiplicity of training agencies we have, it is true, but no system, no recognized standards (if, perhaps, we except the accredited schools). The inadequacy of it all is shown by the fact that most of those who enter library work do so with no pretense of special training. The anarchy of it all is shown by a statement of the head of a normal school, who recently boastfully declared that when he gets his library school going he will put the school (an accredited school) in a neighboring state "out of business." A university library course consisting of a few general evening lectures, gets into the *Library Annual* on a par with the accredited schools. And so it goes. Who's who? And what's what? Do we wonder that "trained" libra-

rians are looked upon askance in some quarters? Must we look forward to thirty years more of this haphazard growth, of duplication of agencies already adequate, of failing to provide facilities where the need is greatest? Heaven forbid!

Three major functions would develop upon such a board and call for immediate and continuous attention: (1) The fomulation of a standard scheme of grading library positions which would necessarily resemble the best schemes of service now in use, but which would be so extended as to cover all kinds of professional library work, and possibly include also at least the higher grades of the clerical service. (2) Its second task would be, first, to decide, with the advice and counsel of the whole profession, what should be the minimum standard of qualification in the way of training and experience for each grade; and then to issue certificates of the appropriate grade to all applicants who qualify. (3) The third task would relate to training agencies. Having decided that library school training of a certain character constitutes the desirable minimum for one or more of the higher grades of library service, the board could proceed, as the Association of Library Schools does now, to examine and approve such schools as meet a reasonable standard. Graduates of these schools who have a minimum period of successful experience could be given a Training Board certificate of high grade without further question. Similarly, successful completion of an accredited training class course, combined with a minimum period of experience in a library approved for practice work, might almost automatically entitle to a Training Board certificate of an appropriate grade.

Below the better grade of training classes found at present, there is perhaps no training offered that in a single consecutive period of instruction could cover the field thoroughly enough to meet the requirements for even the lowest grade certificate. However, much of the work offered in summer courses and many of the courses in library economy given in schools and colleges, are in themselves good enough to receive the approval of the Training Board and be thereby permitted to count toward the credits necessary for a Training Board certificate.

Upon this last feature of the proposed Training Board's function too much stress cannot be laid. Librarians and assistants in small libraries cannot afford the time and expense to attend library schools or training classes, even if the latter were open to them. They can, however, take accredited courses in summer schools, perhaps attending different schools, until they accumulate enough credits and experience to entitle them to at least an elementary Training Board certificate. And it is right here that I would propose to use the correspondence method of instruction which has recently been discussed with fairly general approval. If offered under proper auspices, credits toward an elementary certificate could be given for correspondence courses.

The proper auspices for such correspondence courses would need the careful study of the Training Board. It seems fairly obvious that correspondence courses could be offered by library schools if proper attention were paid to developing the best methods of instruction and if follow-up work and practice could be properly lined up with it. It seems equally obvious that all the schools should not be expected to offer a full line of correspondence courses. In any case, courses offered should be subject to the approval of the Training Board. Tentatively, I would suggest that such schools as are willing to do so be asked by the Board to offer correspondence courses in certain subjects in which they are perhaps already specializing and in which they are likely, because of their specially skilled instructors, to be most successful. It is possible, on the other hand, that the correspondence courses should be given by specially trained instructors attached to the staff of the Training Board itself.

On the whole, however, my conception

of the Training Board is that its function should be confined to examining, approving and certifying; that it should not be primarily an instructional agency. Nevertheless, it should be constantly pointing out where new training facilities are needed, where additional courses should be given. Its central position in the system and its representative character should make it easy for the proposed Board to coördinate, extend and standardize agencies of all kinds offering training for library work. We would look to it largely for the initiation and promotion of plans for extension training, for effecting a closer coöperation between the schools, and for discovering and developing skilled instructors in library subjects.

Perhaps it would be well to explain that when I use the word standardize I do not mean thereby that everything touched is to be forced into the same mold. Far from it. In the first place, there would be no compulsion at all, any more than there is pressure now for a library school to meet the minimum standards and become an accredited school. All would be free, moreover, to go as much farther as they wish, to raise standards of admission, to lengthen courses, to specialize, etc.; but if they wish their work to receive credit toward A. L. A. Training Board certificates, they must meet the minimum standards set up. And so with all other training agencies. A graduate of an approved school or a training class would get whatever certificate or diploma the school sees fit to bestow upon him. In addition, if he desires and meets all conditions, he could have the appropriate Training Board certificate, which would lead after a period of successful experience in definite kinds of professional work to higher and eventually to the highest certificate. Graduates of the best schools would continue to be sought after as now. The possession of a certificate would not be a badge of superiority as much as a guarantee against gross incompetency. The same is true, of course, of library school diplomas and degrees even now.

Bear in mind, then, that we do not propose an autocratic agency arbitrarily setting up standards and attempting to force them on schools and public authorities against their will. The board proposed would be a representative body of practical librarians whose duty it would be to translate into concrete definitions and standards the best thought and experience in all matters of training for library service, to insure a reasonable degree of competency in the product of various kinds of training agencies, to protect libraries everywhere from inadequately trained and incompetent persons, to raise standards as rapidly as conditions permit, to promote the establishment of training agencies in sections of the country where they are needed and in all sections of the country for grades of service unprovided for under the present planless scheme of professional training.

It goes without saying that everyone now in library service would receive certificates, if they applied for them, corresponding to the grade of work in which they are now successfully engaged, with due regard to general fitness and training. This would take a little time, but need not be a serious obstacle; and fear on the part of library workers that they personally might not be rated high enough should not be allowed to determine their attitude toward certification. Any board would adopt a liberal policy toward all now in the service. Original certificates would probably be based primarily on the nature of positions now held. A person who is doing good work will receive recognition and have a better chance to improve his position. Only those who fail conspicuously to measure up to the size of their present post need fear the results of impartial grading and certification.

I anticipate that some will say, "Fine idea, something of that sort must be done sometime, but let's not be in any hurry." Certainly, we must not act on impulse; we want to think about it, think hard and discuss it; and then if the balance of opinion is in favor of some such plan, let us act.

It's folly to think we'll wait until no one opposes the idea. The forward-looking members of the profession, those who have vision, though they are not visionaries, already see the necessity of some such step. Certification is even now a fact for certain classes of librarians in more than one state. Ten years from now, if we work hard enough, a little progress will have been made here and there in the way of getting certification by state law, but most of us will not live to see a satisfactory system on the statute books of half the states. But even if by some act of magic every state could be moved to adopt a reasonable system of certification shortly, we would certainly be worse off in some respects than now. In the first place, we should probably have forty-eight different systems. The schools, I anticipate, would have to offer technical courses on the laws and regulations governing employment of librarians! Your New Jersey certificate would not be good in Pennsylvania, and so on, unless perchance interstate comity becomes vastly more fashionable than it has ever been with respect to all other matters, including the practice of other professions. The freedom with which librarians have been accustomed to move from one state or city to another is a precious asset, not only to the individual but to the progress of library service as well. Even if an unwonted degree of interstate reciprocity in the recognition of certificates should follow our assumed system of state certification, inevitable variations in grades would tend to check our present freedom of movement.

For still other reasons even the most ideal system of state certification would fail to meet the needs fully. State certification could apply only to libraries supported by public funds. An A. L. A. Training Board could cover the entire field of library service, if it were found desirable. It could, in other words, certify for business libraries and libraries of many special types which fall principally or altogether outside the class of publicly supported institutions.

If we desire a simple system of certification for the whole country; if we hope for a consistent, uniform system of certification under the control of the profession, there is only one way to get it. There is an old proverb which warns that if you want a thing done right, do it yourself. Let me commend this to the American Library Association in the matter of certification.

It is safe to predict that as soon as a system of A. L. A. certification gets under way library authorities everywhere will begin to accept our standards and provide by law that an A. L. A. certificate of a certain grade shall be a prerequisite for employment in a given post. Already a few states require certificates of high school librarians. Would it not be relatively easy to persuade all progressive states to require high school librarians to have the special school certificate of the A. L. A. Training Board? And where states as a whole are backward would not individual progressive schools unconsciously fall in line and demand certified librarians? There is nothing in the plan to prevent any public library, state library commission or education department from requiring more than the A. L. A. Training Board certificate. They could, if they saw fit, have their own system of certification in addition. Perhaps a few would find it advisable to do so, but I feel confident the great majority would prefer to fall in line and rely wholly on the Training Board certificates.

Frankly, I cannot help being enthusiastic about the effect of country-wide certification on the demand for technical and professional training. It will give the individual definite professional objectives toward which to strive; it will give library authorities much needed guidance in selecting and appointing employees; it will furnish a basis for gradation of salaries and promotion from grade to grade; it will help to solve the problem of civil service, because many states and cities will prefer to accept A. L. A. certificates rather than to set up their own tests of fitness; it will

help to put library work on a professional plane in the eyes of the public; it will be a very positive aid in securing better salaries.

The proposed board will be able to strengthen and extend training facilities, particularly for the benefit of the small public libraries now so much in need of a personnel trained for that special and most important work. Many incidental advantages will occur to everyone. A very important by-product should result from the necessity the board would probably be under of maintaining a list of libraries of different types and sizes in all parts of the country approved for practice work. The schools have individually done something of the sort more or less informally, but the board would probably have to carry the method much farther. The result would naturally be a general effort on the part of libraries to raise their standards to meet the conditions required by the board.

I am not aware that the members of the Association have had the desirability of certification before them in such a fashion that they could express an opinion on it, but I cannot believe there would be any serious opposition if the proposal and its full significance for the profession and for library service were clearly understood. Perhaps there may be some who readily grant the desirability of a central body to supervise and promote training agencies and to grade and certify library workers and who yet prefer to see it done by the Government. If established on a national scale, as every important consideration demands, the natural agency of the Federal Government to undertake it would be the Library of Congress, but we doubt whether the national library would be willing to assume this function and we doubt still more whether libraries and educational institutions would coöperate as fully with any governmental agency having no authority to command, as with a board operating under the auspices of the American Library Association, democratically selected and in close touch with professional needs and opinions.

Other professional organizations have taken a leading part in standardization and extension of training. Such activity is not only a public service, but is good business as well. The American Bankers' Association, for example, fosters a system of education in the theory and practice of banking, maintaining standards of training by means of official examinations and the issuance of certificates. This work is in charge of an educational director, under the general management of a board of regents. Systematic courses of study, including correspondence courses, are available to those who meet a prescribed standard of education and banking experience and these courses lead to standard certificates.

The war has given a tremendous impetus to the use of books and libraries for vocational training. Should not the library profession grasp the opportunity to set a splendid example of a vocational group fully and efficiently organized for the technical training and certification of its members of every grade?

As is well known, the British Library Association, through its Education Committee, has long maintained a system of professional examinations and certificates, and library authorities base their promotions and salary increases on these certificates. Many of you are doubtless more familiar with this system than I am. I understand that there is dissatisfaction, not with the system of certification, but because it is generally felt that the examinations based on the syllabus put out by the Education Committee are not enough. There is serious need of training facilities such as our library schools, training classes and summer schools to prepare candidates for these examinations. Most of those who take the examinations are self-prepared by the help of the syllabus and correspondence courses. The inspiration and insight imparted by competent instructors, the personal relations of students with each other —these and other tremendous advantages

inhere in class-room instruction, but it should be possible for us to supplement our schools with something analogous to the Library Association's syllabus and correspondence courses.

"The syllabus . . . ," says one recent critic, "is a fairly comprehensive one, and if crowded in some sections, is clear and straightforward, and any assistant possessed of interest in his or her work and an average amount of common sense would do well, instead of sitting down and bewailing the lack of library schools, to work carefully through that syllabus, subject by subject, sit for the examinations, and by so doing acquire a serviceable weapon for future use."

One very important practical question I have not touched upon, namely the financial support of a Training Board. I have not even attempted to estimate the amount of money required in the beginning. If the library profession is ready for such a step, I have little doubt that a way can be found to put it into effect. A graduated scale of fees might be charged for certificates, corporate membership fees in the Association, or similar sources of income could be used. It is also possible that some support could be secured from general educational agencies. The problem of financial support is far less important at this juncture than the moral support of all the progressive and forward-looking elements in the profession. If we really want to do this thing it can be done.

In this brief sketch I cannot, of course, go into details as to organization or functions of the proposed board. It would be the business of the board to work out details with the aid of all the talent and wisdom the members of this Association possess, which is surely ample for the task. The big outstanding facts I want to leave with you. I want you to think about them and discuss them and in some way record your best judgment as to the feasibility and desirability of taking this most essential step in planning for library development.

THE HIGH SCHOOL LIBRARY OF THE NEXT DECADE

By Jesse B. Davis, *Principal Central High School, Grand Rapids, Michigan*

Reorganization is the key word in this after-war period. Industry, business, education, and government are all undergoing radical changes. For some years we have realized that rapid progress was being made; that we were in a state of transition; that traditions were being swept away; and that an age of scientific method was rapidly coming to pass. But transition has now become scientific reorganization.

Among the various divisions of our educational system, the high school has already made greater progress than any other, and is facing a period of reorganization that borders on the revolutionary. The very population of our high schools has completely changed during the past few decades. Widely differing types of pupils, from every nationality and from all manner of homes are demanding the kind of education that will fit them for satisfactory living in the everyday world. In our attempt to satisfy these conditions the traditions of the past are giving way before the economic and social needs of a changing civilization.

The scientific study of our educational system, of our traditional curriculum, of methods of teaching, and of the application of modern psychology to business, to industry, and to the abilities of the individual is already bringing about a revolution in educational procedure.

A commission of the National Education Association on the Reorganization of Secondary Education has recently announced in its bulletin on the "Cardinal principles of secondary education" the seven main objectives of modern education in a democracy. These objectives are health, command of fundamental

processes, worthy home membership, vocation, citizenship, worthy use of leisure, and ethical character. Under this commission is a large number of committees working upon the administrative problems and the various subjects of the curriculum, preparing reports for a nation-wide reorganization which will be based upon these cardinal principles and will put into effect the main objectives as enumerated. The influence of these reports, prepared by well-known educators from all parts of the country and crystallizing the ideas that were already being formulated in the minds of progressive school men, is bound to be such that we must take this movement into consideration in discussing the high school library of the next decade.

Reorganization of the high school in its administration, in its curriculum, and in the content of the subject matter taught, means of necessity a reorganization of the school library. If some of the subjects that have dominated the traditional curriculum are either eliminated or modernized to any considerable degree, the reference books once demanded will be discarded and a new list will be compiled. If the newer subjects of the modern curriculum are enriched and raised to the educational standards of the older subjects, then there must be provided a well selected library of business and of industry to meet these needs. Parallel with the reorganization of the curriculum of the high school from the seventh grade through the twelfth must come the reorganization of the library. This will mean that the librarian must keep abreast of the times, must be informed with respect to every progressive movement, must keep in touch with every department of the school, and so be prepared to render valuable assistance in bringing about the reorganization that will take place during the next decade.

The library cannot ignore any of the objectives of secondary education in bringing about its own reorganization. The subject of *health* has never received the proper attention of the American people. Not only the surprising failure of our young men to meet the physical standards of the army, but the scientific study of public health and of the prevention of disease in recent years has shown our neglectful ignorance and has demanded that we pay greater attention to this fundamental problem in the future education and training of youth. The library must coöperate with all agencies and efforts to raise these standards. The room can at least be properly ventilated and hygienic in its own appointments.

The reorganization of secondary education assumes the establishment of the junior and senior high school system. Therefore, in this discussion it should also be assumed that the high school library of the next decade will serve pupils from the seventh through the twelfth grades.

One of the chief functions of the junior high school organization is to help the pupil to find himself and to classify the pupils with regard to their probable future training. One group of these pupils will go on into the various curriculums of the senior high school. The other group will go out into business or industry as soon as the compulsory school laws will permit. To both of these groups the library has a special mission in the teaching of vocations and in educational guidance. A few school libraries in the country have been splendid pioneers in this work, but their example must be followed by others and extended still further.

Like every other institution that has rendered service to the army and to governmental agencies during the war, the library has learned its great lesson. No longer can the Y. M. C. A. erect buildings in our cities, and charge large fees for its privileges. Now it must go out into the community, into industry, out where men and boys are, and render service. In the same manner the library can no longer sit comfortably back within its walls and hand out books to those who come and ask for them. The library has gone out into the camps, into war industries, and over the seas; it has labored side by side

with the Food Commission, with the United States Employment Service, with the guidance, training, and placement of the returning soldier and with the Federal Board for Vocational Education; and it can never go back to its former conservative position. These war experiences can now be applied to the schools, and to the communities to be served. The same methods of interesting soldiers in their future occupations, suggesting a few good books to read, etc., may be applied to the high school by a wide-awake librarian.

Americanization will have a larger meaning as a result of the war. Even native-born youths of our country must be given a world-wide vision of the new responsibilities of American citizenship. It is not always possible to reach every pupil in a large high school organization by offering subjects in civics, economics, sociology, or ethics. As desirable as these subjects are in the teaching of citizenship, not all pupils can or will elect them nor can they be made compulsory. However, the library is open to all pupils throughout their entire course, and they can be influenced to read along these lines when proper opportunity is given for the librarian to guide the free reading of pupils.

There are two of the objectives of secondary education that suggest a special application to the library. These are "worthy home membership" and the "worthy use of leisure time." It was the feeling of the committee of the N. E. A. that the sentiment which prompted the words of the song "Home, sweet home" was too rapidly disappearing from American life. The average home in the typical American city is losing its hold upon the young people. They are growing up with the idea that pleasure cannot be found without going somewhere else and without the spending of money. They would scorn the suggestion that real pleasure can be found in good books, in good music, or in good pictures within the home. And are not our own schools partly responsible for this condition? Our teaching of literature has utterly failed to develop a love for good reading. Ragtime music is the vogue and the "movies" are the only popular pictures.

Home membership and the use of leisure are two very closely allied objectives. With the coming of an eight hour working day, the question is, Where and how is this extra leisure time going to be spent? If the home can be made more attractive and people can be taught how to find pleasure within the home, many of the problems of our social and economic life will be solved. As the school attempts to reach these two objectives the library will prove a most powerful factor. A few libraries have already fitted up a room to appear homelike, with a fireplace, easy chairs and surroundings unlike that of the rigid school room. This plan must be applied everywhere and used to the limit of its possibilities. With such equipment the school library can better teach the habit of reading, a love for good books and the principles of selecting, arranging and maintaining a suitable home library.

To suggest to librarians the demands upon the library in meeting the objectives of a reorganized high school program and to go no further, is to meet the problem only half way. Many librarians have already caught the vision of their possibilities and are chafing at the leash because they are not permitted or are not given the opportunity to do what they know they might do. The solution of the problem of the high school library of the next decade lies in the *reorganization* of the *administration of the high school.*

The changes that will take place during the next decade will bring the realization of the ambition of the progressive librarian to be the *head of a department coördinate with the other departments in the school.* The head of such a department must be as broad of vision as the principal himself, and should attend with the principal all departmental meetings in order that the library may function properly with every other department.

As an educational department the library should have at its command and com-

pletely under its own direction its proportion of the pupils' time. Under the present system a certain number of pupils are using the library every hour in the day, but they are there under the direction of some class-room teacher or for some general reference work. They are not receiving library instruction directly nor are they receiving all that it is possible for the library and the librarian to give them. The librarian of the next decade will not sit behind a desk in a reference room to hand out books and keep order. She will be doing actual teaching and directing of educational work each hour of the day. *Not less than one hour per week throughout the entire six years of the reorganized high school should be at the disposal of the librarian.* This hour or period could best and most profitably be taken from the five hours per week usually given to the department of English.

The use of this time can best be worked out by the expert librarian, but it is not difficult for the administrator to catch a vision of what might be accomplished. The total of forty hours for the year and two hundred and forty hours for the entire six-year course can be assigned in proportion to the aims to be sought. Running through the entire six years, there should be time for a graded and systematic course of instruction in the use of books and libraries. The content of such a course has already been ably worked out by one of your number, but few administrators have yet come to appreciate its need or its educational value. However, the greater proportion of the time that the librarian has control over in this special course should be left for the pupil to do free and pleasurable reading, *free* from the compulsion of the class exercise and *pleasurable* because of the voluntary choice of books. In this work the librarian might well be assisted by the right kind of teachers of English who know their pupils and are personally interested in them as individuals.

The "class room" of the librarian should be the homelike reading room free from the formalities of the recitation room. Whatever work is done should be so conducted that the pupils will look forward to the library hour with the keenest pleasure. The time spent in this period should be compulsory, but the pupil should be made to feel the freedom of the use of his leisure in finding pleasure in reading something of his own choice.

The open shelves should contain a wide variety of books to attract pupils of all types and degrees of interest. The librarian should have no desk in this homelike room. It would look out of place and would prevent the librarian from acting as if she were in her own home. Let her assume that she is receiving in her own library a group of pupil friends whom she is trying to interest in good books, and in this manner she will best be able to guide boys and girls in forming right habits in the use of leisure time.

It will be a difficult task for the school to teach the worthy use of leisure when its ideal has been to teach pupils to work who do not wish to work. Youth feels that it has an abundance of time and does not hesitate to spend it freely. The school must teach the difference between a worthy use of leisure time and a waste of time. No department of the reorganized school will have a better opportunity to teach this much needed lesson than the library.

The high school library of the next decade calls for a librarian of rare qualities and qualifications. She must be more than an instructor in the subject of the use of books. The reorganized library calls for a librarian of wide knowledge and broad outlook; it calls for an individual of originality, of sympathy, of resourcefulness in attacking new problems and in working out new methods of procedure.

With a library department placed in junior and senior high schools throughout the land, organized under the leadership of efficient librarians, and equipped to carry out the objectives of modern education in democracy, the high school library is destined to rise from a subordinate po-

sition to the very center around which all other school activities will revolve, and will prove to be the unifying factor among all the other departments in bringing about during the next decade the reorganization of secondary education in America.

THE TRUE AMERICANIZATION OF THE FOREIGN CHILD

HERBERT ADOLPHUS MILLER, *Director, Mid-European Union*

When the children of immigrants look like Americans, talk like Americans, and play like Americans, it may be taken as prima facie evidence that they are not being truly Americanized. It means simply that there has been an unnatural break with parental control and parental values, which must inevitably result in a character unformed and unstable. There can be no greater family tragedy than the complete reversal of the relation of parent and child, a relation as old as the human race. This reversal is seen whenever the children try to recognize only American values, while the parents still cling to Lithuanian, Polish or Italian traditions and habits. Parental guidance and filial respect are suddenly overthrown; and while we have the outward appearance of the American child, we find him in disproportionate numbers in the juvenile court.

Americanization of children must be based on the fundamental consideration that character is the one requisite in the true American; and the problem resolves itself into trying to find the best method of developing character. It becomes really a matter of reaching and molding the second generation, for the character of the adult immigrant is already formed when he reaches America, and no matter what measures are adopted, there can be little change.

To assume that this character of the adult immigrant is not fitted for American life, is often a baseless misapprehension. He has many qualities which it would be most valuable to incorporate into American life. Each nationality has developed distinctive virtues, as well as vices; and true Americanization must conserve the virtues and eliminate the vices. The practical problem is how America can do this. One can but be encouraged by the eager and wise interest which is being so generally shown by just such people as this Conference represents.

Very few people who are close to the immigrant have any sympathy with the methods of Bismarck, though the newspapers and many superficial people urge the same practices that he employed. Bismarck was afraid of the Polish children, and he instituted a system of forcibly transforming them into Prussians. One of his methods was to forbid their learning the language of their mothers. The failure of his plan was absolute; for not only did it store up wrath between the Poles and the Germans, which cannot be allayed for generations, but—far worse—it has produced abnormal conditions among the Poles themselves. True or false, the persistent rumors of pogroms instigated by Poles, and the undeniable record of their recent conflicts with Czechs, Ukrainians and others, are evidence of their bitter heritage of ill will.

The American problem is the development of the child into a democratic character adapted to the purposes of America. This is not a simple problem, whether the children descend from old Americans or new; but the difficulties in connection with the children of foreign parents have several peculiar aspects, about which disagreements are easy, but concerning which mistakes may be almost fatal, both to the child and to the nation.

As was implied in the opening sentence, there is great danger of making too rapid a transition; and this danger is enhanced because the speedy acquisition of an American exterior is so tempting a goal.

The child of the foreign family has exceedingly difficult adjustments to make. This condition often results in extraordinary stimulations, which may tend either

to the upbuilding or the disintegration of character.

Loss of respect for parents is one of the most dangerous attitudes possible in the immigrant child, and it is equally dangerous to himself and to America. A character in "The honorable Peter Stirling," by Paul Leicester Ford, says something to this effect: "Sometimes a man marries a woman who is strong and fine, and he comes to love her biglike; but if he's the sort of man who forgets his poor old mother, who has slaved for him and done her best by him, he is not the sort of man to make a good husband."

The foreign child not only has human parents, but he has a mother country besides America; and in most cases not only his parents but his mother country have suffered from unjust discrimination and from obloquy. The child who does not enter into some sort of loyal relationship with his parents and his mother country is not the sort to make a good American citizen. The very beginning of character is in some sort of attachment. Professor Royce put loyalty as the basic virtue. He defined it as the devotion of a person to a cause. When people like the Jews, the Poles, the Czechs, and the Irish remember the age-old oppressions under which their people have suffered, annoying to us as their convictions may be, their own characters are enriched by the very enlargement of ideal which this vicarious participation implies. The child, by repudiating his identity, might escape the prejudices it awakens, both in Europe and America; but such immunity is dearly purchased by the surrender of the highest loyalties.

Forty years ago one might have seen in Boston signs reading, "Help wanted: no Irish need apply." Any Irish child today who does not resent that advertised discrimination, cannot make a good citizen of America. Every nationality suffers from some form of prejudice. It may not be entirely unjustified in some cases, but to seek to escape it, when one belongs to the group to which it inheres, is cowardly.

Often I have had the experience, in going successively among different nationalities, whose antipathies to one another are strong and whose characteristics are very distinctive, of discovering in myself both sympathy and respect for these representatives of different traditions and different religious beliefs. For a time I feared that I must be a hypocrite; but I knew that my attitude was honest, and I concluded that what I respected was the character which grew out of these various loyalties.

A year ago President Masaryk of Czecho-Slovak republic, addressing a great mass meeting of Czecho-Slovaks, said that he had noticed their attitude of profound reverence when the band played their national airs, and observing the same spirit of devotion when "The star-spangled banner" was played, he came to the conclusion that through being good Czechs, they had become good Americans.

To return to the child. He is caught by the sweep and the language of America. He first becomes ashamed of his parents, and then he feels superior to them. Nothing could be worse than the attitude of the child who said, "I am an American, born here, but my father, he is only an uneducated Italian"; or of the child who said, when his father undertook to punish him, "I won't be licked by any —— foreigner."

America should be a place where all the values that contribute to democracy have free play. The struggle for freedom, which is the heritage of so many of our immigrants, is the very heart of the American ideal; and should be recognized and merged into the common life, rather than suppressed. Freedom of religion is a means to a larger spiritual realization, and the immigrant greatly enriches American life by bringing in the historic religions. These religions represent long and varied human experience in its highest aspirations, and each has developed something of permanent and genuine value; and when they can be purged of the dross of superfluity and bigotry, society will have made an incomparable spiritual advance.

The child who has no respect for his parents or for the church lacks a funda-

mental element of social control, while he is not yet equipped for self-control; and his inevitable goal is the juvenile court.

In most of the cities of the United States, half of the children speak some other language besides English. They speak this non-English tongue more freely than most college graduates ever succeed in mastering any foreign language. They have learned it without effort, and if it could be conserved, it would be one of the finest assets of American culture. The advantage of being bilingual consists not only in the added body of knowledge to which it gives access, but still more in the increased flexibility of mind, which is one of the most valuable means of mental and moral development.

In many cases the immigrant's mother tongue has been the symbol of the nationality of his people, and devotion to it has been necessary for the very national existence. To seek ruthlessly to destroy this language is as unwise as to destroy religion; for often devotion to one's mother tongue has all the characteristics of religion. The one, no less than the other, is the manifestation of the ideals of the group.

It is the business of the libraries and the librarians to understand this problem of the character of the foreign child, and to help develop it. It should never be forgotten that each nationality is unique in its history, literature and art. In the case of every group of immigrants there is a literature which represents not only a high standard of merit, but an interpretation of the peculiar genius of the people. The librarian in every community should study the particular nationality that forms its constituency, and should make a definite appeal to the children and the community from which they come, by sympathetically promoting the best things in that group. The best books in the foreign languages should be secured and the best pictures. There should be sympathetic appreciation of the national aspirations. The library should help break down in the community the arrogant prejudice which talks about the "one-hundred-per cent American," as if he could be secured by a dead level of uniformity and superficial culture.

There is no danger that the children born in America will not learn English, and the utmost encouragement should be given them in learning it and mastering the wealth of its literature. The child who knows the language of his foreign-born parents, as well as English, is a far greater asset to America than the child who knows only the latter. John Hus represents just as fine ideals of religious freedom and the quest for truth and righteousness as the pilgrim fathers who landed on Plymouth Rock. Garibaldi is just as genuine a contributor to the things for which America stands as George Washington.

True Americanization is not superficial, but fundamental. It is the process of preparing people for a democracy in which, more and more, true values shall prevail, where bigotry and prejudice shall be reduced to a minimum. This true Americanism must be developed in both the foreign and the native child, through attachments that are natural and personal, not through those that are abstract and impersonal. We must get rid of the idea that there is anything divisive in this method. Rather, it is the only means whereby we can secure unity and coöperation, greatly enriched by the very fact of its complex variety. The task is gigantic, but no lower aim is worthy of our American history and tradition.

THE PLACE OF THE COMMISSION IN CHILD WELFARE WORK

By Elva L. Bascom, *In Charge of Library Coöperation, Children's Bureau, U. S. Department of Labor*

If anyone needs to be convinced of the value of an active library commission, he has only to conduct a country-wide campaign. In organizing such a campaign one is at a loss to know to whom to turn for the information that is needed where there is no commission. In carrying it on, the leader finds himself or herself depending more and more on the commission workers to infuse into the work an interest that only personal conference and first-hand enthusiasm can engender.

As planned, the library campaign of the Children's Bureau was to be carried out in coöperation with a state agent, in the states having commissions able to furnish such an agent. This policy seemed wise because the campaign was expected to be only an entering wedge. Whether or not permanent results were obtained would depend as much on the work carried on after the campaign was over as during its few months of existence. Hence the desirability of securing the interest and coöperation of the one official body in the state that was in a position to continue the work, or any part of it.

Most of the commissions showed a real interest in the plan, many were enthusiastic, and the letters sent to their libraries urging their attention to it were greatly appreciated. But owing to arrears in commission offices caused by war work, and to a depleted staff in several cases, my suggestion that all distribution of material be made directly to the libraries was welcomed. This seems to me a very obvious labor and time-saving measure. In states having no commission, or in which the commission was unable to furnish an agent, all the work was done directly with the libraries.

The first material distributed contained two "come-backs." A study of these returns, which are still coming in, conclusively shows that the libraries which have had the advantage of the advice and assistance of commission workers respond more promptly and enthusiastically to offers of assistance than those that have struggled on unassisted. The ten states from which the largest number of replies have been received are all commission states, mostly those that are ranked as the strongest; the ten returning the fewest replies are states without commissions, with the exception of three, which have an organization but are able to do little work.

There is no method by which the coöperative work which the bureau has been able only to start, can be continued where there is no commission. The more popular of the bureau's publications and occasional circulars will be designated for sending to all libraries, for which a library mailing list has been established, but we all know how little this will mean in many libraries—only a few more pamphlets to put through the necessary routine in order to file them away in pamphlet boxes.

What happens in a library when a demand comes from a student, a teacher, a parent-teacher's association, a mothers' club, a civic or home economics section of a general club, for material on the nutrition of the child, the need of clinics or medical inspection in schools, the question of the child in industry, the problem of the backward or defective child? Those who belong to commissions that furnish material to their libraries know very well what happens! It is difficult to imagine how these needs are supplied in libraries having no commission to turn to. Similarly, any field visitor can tell what happens when a librarian becomes convinced that she needs to build up her own collection on a subject. And if the visitor does not always know the bibliography of that subject well enough to give final advice, she knows to whom to turn for assistance. What do the untrained librarians in

states having no commissions do when they want to buy the best book, or the three best books, on a subject? These matters of first selection and elimination, and the final fitting of books to community, are difficult enough when the subject is one that is fairly definite, like an English literature text, a French dictionary, or a book on birds or flowers; but in subjects which are constantly subjected to scientific research and in which important discoveries or decisions are frequently being made, selection is a much more difficult matter, and carries with it a serious responsibility which comparatively few librarians seem as yet to realize.

The state library commission has a vantage point in the promotion of any work affecting community life which is not possessed by any other agency. The war has shown us what the Government can do in reaching and influencing communities. Its defects of administration and its wastefulness were largely due to the haste with which the work had to be organized, but with the best sort of organization such long-range work must necessarily lose much of its effectiveness. A few sentences spoken with conviction by a commission worker who utilizes a personal knowledge of the librarian's ability in modifying the enthusiasm of the central officer, to whom his subject is liable to loom so large that everything else dwindles beside it, are more sure to gain results than all the printed eloquence issued from Washington.

The field visitor of the library commission knows the libraries of her state as no one else does. She is the surest medium by which can be continued whatever seems desirable of the various Government campaigns, subject, of course, to the sanction and coöperation of her chief. Her position is strategic; she marks the effect of a campaign on the library and librarian; she can gauge its measure of success—whether, if incomplete, it should be continued, enlarged or dropped. She assists the librarian in her selection of material for exhibit, for distribution, and for buying for the shelves; she adds to the librarian's knowledge of the agencies that she can coöperate with, and sometimes can furnish the valuable knowledge as to which can be coöperated with and which cannot. She can detect to what degree the regular work is neglected in order to carry on this extra work, and suggest readjustments.

The field visitor is, or can be, a powerful agent for social reform work. Any person who has a message worthy the attention of the libraries of the country should get the ear of these visitors and, if there were as many of them in the states as there should be, the most important part of their work would be done. But, unfortunately, they are a comparatively small group, and it is doubtful if the profession as a whole appreciates their services.

Whether or not the commission has special field workers, the members of the staff should have complete knowledge of any coöperative work that the libraries of the state are asked to undertake. This is more true of the Children's Bureau campaign like mine than of those campaigns in which the libraries were used largely as a means of reaching the people with the information the federal office furnished. Permanent improvement in the conditions of child-life can not be brought about in that way. It is a personal and community task, in which the federal government can help only to a limited extent. For the individual and the various community groups, whether working for the children in their own homes or for mothers and children in general, the library's function is that of a lever, its source of power being the written experience of the trained men and women who are saving mothers and children in other communities or who have studied the many problems of child welfare as they have affected other individuals and groups. No distant person or agency can perform for the libraries the task of building up this collection, they can only suggest material and furnish general principles. In little libraries with small appropriations, a good collection may not be built up in a

year or even two. Here is where the nurturing care of the commission is almost a necessity. Who does not know the young librarian whose intentions in any line are the best this summer, but who by next summer will have found a new enthusiasm, the interest in last year's totally gone? Even if visits are necessarily at long intervals, much can be, and is, in many states, accomplished by a correspondence in which a spirit of friendliness and helpfulness is happily combined with an attitude of "I expect the best of you; are you continuing the good work we began at my last visit?"

Since some libraries will proceed no further in their child welfare work than the conception of it which the commission furnishes them, it is important that the members of the commission staff should be convinced of its worth and of its importance in their state. Meetings of the commission staff are usually too infrequent and too crowded to permit of the presentation of special subjects, but the attention of its members could very quickly be called to the few pamphlets which furnish a fairly adequate survey and which present the need for community work. It is not so easy to furnish the data showing the conditions in the state. The Children's Bureau has recently prepared a bulletin which tabulates the laws governing child labor in all the states but it does not name the industries nor show how many of the children in each state are employed. The only sure source of the statistics of infant and maternal mortality of a state is the Census Bureau, which is very obliging about furnishing them. In some states these figures are available from the state health department, as are also the comparative figures for the larger cities. For example, during the baby week campaign in Wisconsin, we knew which town had the greatest number of babies dying yearly and also the reasons why; we knew why another city lost the fewest babies; we never did find out why one of the richest agricultural counties had the worst record in the state, despite a Children's Bureau survey.

If every commission contained one member who was interested in child welfare work in the state, there are very many important ways in which he or she could help the librarians, who, as many have written to me, want to do all they can but don't know what to do. Many of the boards and agencies with which the libraries can coöperate or which can help the libraries, are of state origin and have headquarters in the capital. Not only the publications dealing with children which they issue are of value in libraries; more valuable often is the information the librarian can give to other people as to what they can do. What the state offers for the backward, the defective, the delinquent child; how laws can be enforced to change a laboring child into a school child; whether or not this mother is eligible for a pension; whether a boy over fourteen can be held at work until nine or ten o'clock p. m.—how many librarians know? A woman may inquire casually at the desk if the librarian has any book which tells how to get a public health nurse; if she hasn't, the half-awakened interest may die, and no nurse be obtained. But if the librarian replies, "I will write to the commission and they will surely know of something," and if the commission member who receives the letter knows where to turn to find the person who will follow up that interest, a nurse may be obtained, a few more mothers and babies may be saved, fewer children may have measles or scarlet fever and so fewer physical defects, and a few promising young people may be saved from tuberculosis. Surely such work is worth the little it costs.

The printed bulletin of the commission is too obvious a tool to need mention. Material for it should be chosen, in most states, primarily to arouse interest in child welfare work; secondarily, to furnish any information the commission has to impart, such as the improved record of the state over last year's; the banner city or county in mortality statistics or work for

children; a bit of good publicity in a library; notices of new books and pamphlets; report of a new development or piece of work in a state department, etc. The libraries should not be allowed to forget that the commission can supply books and pamphlets, singly or in groups, as needed, nor that charts and exhibit material can be borrowed from the health department, the board of education, the university, etc. As these collections are added to, a notice should be inserted in the bulletin.

Any organized attempt to better conditions in the state should have not only the good will of the commission but active support. The most obvious examples are the baby week campaigns, which gave some commissions an excellent opportunity to show their value both to libraries and to communities having no libraries. Similar work has been done in connection with the child welfare committees who have been carrying on the Children's Year work; and there is no doubt that such work will be continued under some auspices owing to the enthusiasm of the women of these committees, who feel, according to their reports, that they have only made a start.

The traveling libraries must not be forgotten. Should a group of fifty or a hundred or even twenty-five books be sent to a community having no library without the welfare of the children being represented? I think not. Parents form a considerable proportion of any normal community, and is there any subject in which there is more need of help in the isolated village, where doctors and nurses, if they are available at all, are often inaccessible, where good dentists are a rarity, and malnutrition flourishes in the midst of the most nourishing food that a child can have? It is in the country districts, too, that some of the greatest evils of child labor flourish, since the laws restricting the labor of children do not include agricultural pursuits and only the school attendance officer has the authority to drag the children out of the fields, and even this authority is nullified by exemptions. The high percentage of illiteracy found in the regions where children work on farms and in big-crop fields is a shameful testimony to the laxness of law and officer alike.

Not all the subjects that are important to country children are presented in simply enough written books for traveling library uses, but they are gradually appearing. Besides a book or two on infant and child care, let us include some that show what education does for a child, why he needs recreation, what the country has to offer him for his life work, why he should aim to be a good citizen, what is essential to clean, healthy living, etc. We have many good books for parents, teachers, children and young people on these really vital subjects, and most of them cost very little. Shall we not make a sacrifice somewhere else in order to give them a reading where it will do the most good? The routine of creating an army has forced a realization such as we have never had before of what our young people have suffered in the way of physical defect, narrowness of life and thought, and handicapped careers.

The public library is no longer just a library, except where the call to arms caught one that was so inanimate that not even the great tide of war preparation caused a ripple in the routine of its calm existence. It has become a center of community activity, an agency of reform, a counselor to people who knew it not before the clouds of war descended. To be a "guide, philosopher and friend" to this new library is the privilege of the commission. It cannot lag behind if it does not wish to lose its influence and its usefulness. The soldiers will, except for a mere handful, soon be fitted into civilian life again, and the many movements organized for their benefit will have served their usefulness and disappeared. The mother, the baby, the pre-school child, and the child in school and in industry will still be with us, shorn of none of the vexing problems that existed before the war overshadowed them. We have been star-

tled into a new conception of the meaning of life, death, heroism, service, and noblesse oblige. There are many signs that we shall not lapse back into the old grooves, but shall readjust our purposes and performance to harmonize with the new valuations the war has produced. If this shall be true, the constructive forces of the nation—of which the library is surely one—will duplicate the energy and enthusiasm with which it is welcoming home its soldiers, in working for better conditions for their children, that they may carry into manhood and womanhood the strength and bravery which they have inherited.

GETTING BOOKS TO FARMERS IN CALIFORNIA

By Milton J. Ferguson, *Librarian, California State Library*

With the announcement in 1849 of the discovery of gold in California a great tide of emigrants set their faces westward. They went on horseback, in ox-drawn wagons, on foot, around the Horn, across the Isthmus; they went in great companies and in small groups. Eagerly, yearningly they pushed onward over boundless plains, through lofty, rugged and unmapped mountains, through forest and across desert. They were all classes, all creeds, men of good repute and men of ill. They were alike in buoyant energy, willingness to endure hardships in order to arrive soon and in confidence of ultimate success. The suffering, the weary dogged plodding of thousands finally wore trails and the trails became roads which men could travel with some assurance of reaching the journey's end. But whatever the business of the travelers, however diversified their opinions and their fortunes, they all in time gladly availed themselves of these main traveled roads.

In 1910 my state suddenly came to herself on the subject of highways. A comprehensive system of roads was presented and the people approved of the plan carrying with it an appropriation of $18,000,000. Six years later this beginning in road making was further supplemented by an additional fund of $15,000,000; and on July 1 the state will doubtless go over the top with a $40,000,000 bond issue for the same purpose. One of our counties, the other day, voted $4,800,000 to build county roads in addition to the broad ribbons of concrete which are being laid down by the state from end to end of the commonwealth. And the people—townfolk and country folk, farmers and foresters and miners, movie actors and politicians and bankers—all use the same broad highways.

Some of you are no doubt now beginning to wonder whether you may not be in the wrong meeting; or at least what the trails of '49 and the highways of today have to do with farmers and books. The point is this: People who travel on the public roads want the best roads obtainable, the safest and the smoothest and usually the most direct. So they compromise their differences, consolidate their funds and construct a system of highways, permanent, extensive, continuous; and everybody travels thereon.

When it comes to the matter of furnishing books to farmers, and farmers' wives and farmers' hired men, we are acting upon the principles I have tried to indicate as being satisfactory with highways. We do not build highways for farmers—that would be too expensive; we do not organize libraries for farmers—that would be inadequate. But we construct roads for all the people; and we are well on the way towards a library system for everybody. It is true special attention is given farmers; but then we give special attention to everybody. I will tell you about the big plan as we see it and then about some of its special applications to the country folk.

We call it the county library plan, but a more definite title would be the Cali-

fornia library system. For while the county is the newer and perhaps the more startling development in our work, it is but one of the elements of which the municipal libraries and the state library are the others. But, of course, in considering the subject before us the county library is of greater moment.

I think it worth while briefly to recount to you what the framework of the county free library is, upon which we have builded so successfully during the past few years, and something of the stage of development at which we have now arrived. Our present law was passed by the legislature of 1911, the previous act of 1909 having proved unsatisfactory of operation. The library is created by ordinance of the board of supervisors, the governing body of the county; and remains under the general control of that board, without the interposition of appointive trustees. Therein lies our first feature of great strength; because the supervisors, as the tax levying power, may the more readily be induced to give the library an adequate fund, since they are responsible for its success. The maximum tax rate is fixed by statute at one mill on the dollar of assessed valuation.

The county librarian is appointed by the board of supervisors; but since the law requires that candidates eligible for appointment must hold a certificate, issued by the board of library examiners only after a searching professional examination, the bugaboo of politics has been effectively banished. Under the direction of the librarian the county system is organized and developed: she has very wide professional latitude in the selection of books, the employment of assistants, the establishment of branches; and in the history of the service has almost without exception given entire satisfaction to her overlords, the supervisors, and to her patrons, the people.

Since this library plan was placed on our statute books forty-three of our fifty-eight counties have adopted it; to that number might well be added San Francisco which as a city and county has library service covering its entire area. Of the forty-three counties mentioned but thirty-eight have actually put the plan into operation, but the thirty-ninth will begin work July 1, and the fortieth on January 1, 1920. These thirty-eight counties spent last year a total of $539,460; they have accumulated book collections numbering a million volumes; they have established throughout their territory almost 3,000 branches; they are serving about 1,700 of the 2,698 school districts within their borders and this number is increasing rapidly. For the first time in the history of the state an adequate school library service has been made possible for the boys and girls of the country—children for whose supposed library needs hundreds of thousands of dollars have been spent, with the visible result of a few shelves of rags and tatters worn beyond recognition and certain sets of subscription works unused and unusable. That deplorable condition has been changed; and our country pupils where county library service is adopted have a constant supply of fresh books of the right kind, which they read themselves and take home for the use of their parents and adult brothers and sisters.

Turning now from this general survey of a library system designed to fill the wants of the entire population, let us consider what in particular it can do for the farmer folk. In the first place it will be quite evident that dotting the country side with library branches has made it infinitely easier for the tiller of the soil to secure books for recreation and for business. Furthermore in the selection of a custodian in each community the county librarian has not only sought for intelligence but also for that friendliness of spirit which would invite to the use of the books. These custodians are sedulously trained and encouraged to assist the borrowers in finding what they want or need, to consider that forwarding a request for special volumes or specific information to the county headquarters at

the county seat or on to the state library in Sacramento is not a bother but a privilege.

The person who is the prime mover in arousing interest, creating a demand, in satisfying the doubters and in awakening the satisfied is naturally the librarian. She must truly be all things to all men, women and children. One of these versatile individuals not only carried on the regular duties of her office, but also led the choral society and filled the Protestant pulpit when the war took the only available preacher away from her country town. I do not know where Mr. Howard Mumford Jones secured the models who sat for his lines on "The librarians," but I can assure you definitely it was not in California.

When the county librarian enters into her office in an unorganized county she must build up a library where none existed before. Frequently she must train a staff—for except in the more populous counties there is sometimes a prejudice against the immediate importation of trained talent (that fortunately wears off in time)—and she must make the acquaintance of the future users of her institution. You can appreciate some of the difficulties in the way of travel alone when you realize that if our 58 counties were equal in area, each would contain 2,730 square miles. Librarians in times past have not been considered perambulating personages, in fact they had a pretty definite, if not restricted, local habitation. With the county librarian, however, that practice is radically changed; she must be a traveler. To the extent that she does not travel, just to that extent she is a failure. Supervisors do not always appreciate the need and value of a first-class automobile in the development of library service, and sometimes let their librarians show their skill and prowess in subjugating an ill-tempered, common-property county machine. I know young women who, armed with a pair of broken pliers, have brought over mountain roads and after nightfall the wildest, most treacherous contraptions that any automobile manufacturer could turn out. In time and gradually, however, the librarians are coaxing from their fiscal superiors more dependable cars, upon the sides of which are emblazoned the library insignia, so that the automobile and what it carries may be known and hailed and welcomed by teacher and pupil and farmer as it goes about the country in its daily service.

When the librarian enters her domain she usually finds a county official to whom she can turn for all kinds of assistance and in practice the assistance is not all on one side; that person is the farm adviser. He is a young man, young in spirit if not in years, and his work takes him over the county, into the homes, into the orchards and fields. The county librarians and the county farm advisers have effected an alliance, defensive and offensive. I have sometimes thought that this entente cordiale was promoted by the automobile which the adviser had and which the librarian wished to share. In the beginning that was perhaps the case; but a closer acquaintance and an understanding of the avenues for coöperation which lie before them soon develop a warm professional and personal admiration on both sides. Now when the farm adviser goes into the country he not infrequently takes the county librarian along; and almost invariably he carries a bundle of library books, technical volumes, which he distributes along his line of travel. His services are not those of the ordinary carrier; for he knows the rancher's needs and he places in his hands the literature which will be of immediate interest and value in the production of better crops or the growing of a finer quality of live stock. When the farm adviser has a meeting of farm folk the librarian is given an opportunity to talk books, books for recreation and books for business, books for the housewife, for the child, for the indoors, books for the husbandman and for the fields. Furthermore the librarian gener-

ally places a technical collection in the adviser's office and these volumes are given out to the farmer who has come in for special advice on his own problems and difficulties. It becomes in time a simple matter for dwellers in the country who have had this intelligent sort of library service to make full use, on their own initiative, of the county library branch in their neighborhood, or to call at the county headquarters when they motor into town.

Out of this coöperative association of farm adviser and county librarian, we have recently had a new development which promises great things. In every county there are several officials whose duties are promotional, cultural or in a practical way educational, and who much of the time are traveling about the county. One of our librarians not long ago was struck by the possibilities which might result from monthly meetings of these persons—the farm adviser, the county superintendent of schools, the district forester, the horticultural commissioner, the sealer of weights and measures, the emergency home demonstration agent, the county librarian. The plan is working. Each official is learning about the work of the others; each one sees possibilities of linking his service up in a coöperative way with that of the other; each one is a more intelligent public servant because of his understanding of the county program as a whole. The originator of this plan hit upon the very happy title of "county itinerants" as a designation for this body; but straightway some vigorous-minded individual among them translated the phrase into the "county tramps."

These county itinerant bodies are organized (if that word may be used) on the very loosest sort of plan. There are no initiation fees, no dues, no board of directors. Each county is more or less sufficient unto itself; each has its own program. There is no state organization, although in a way touch is maintained through certain state officers—the state leader of the farm advisers, the state librarian, etc.

Another plan, which we are developing and which promises both economy and efficiency, is the collecting of special agricultural and horticultural books in the counties where certain industries are of great importance. In one county rice is predominant; in another, olives; in another, walnuts; in still another, citrus fruits, and so on. A better than ordinary collection on each of these subjects in the county where it is of prime interest will give us several special libraries. Our habits of freest interlibrary loans permit us to profit by such practice much more generously than would be the case if each library tried to meet its needs on all the subjects.

Here I think it timely to say that the function of the California State Library is to supplement the other libraries of our commonwealth. By not buying fiction or juvenile books our fund is left intact to purchase rare works, technical volumes, the unusual, the scholarly, or the expensive—publications which perhaps are seldom called for in any one city or county but for which throughout the state the demand is more or less constant. It is our contribution to the cause of coöperation.

With wheat at $2.50, oranges at 85 cents, with hogs aspiring to aristocratic ranks and wool become a golden fleece indeed, with wine grapes holding their own even in the face of the irresistible prohibition onslaught, country life must inevitably take on added charms. Hired men may be hard to get and harder to keep; but the day of machinery is here and men of nerve and force will find it pleasant to live out of doors, to be their own masters and to get close to nature. The automobile and the good road are throwing a magic bridge over that slough of despond which once lay between the old farmstead and town. And the library bringing books of recreation and business to the rancher's door makes farming a surer undertaking and country life a fuller joy.

A LOOK AHEAD FOR THE SMALL LIBRARY

By C. C. Williamson, *Chief, Division of Economics, New York Public Library*

Let me confess at once that I venture to discuss the problem of the small library only as an onlooker. Though for twenty years I have had a more or less intimate association with some small libraries, my professional work has been done in one of the two largest libraries in the country. My object is therefore to try to convey to you who are intimately acquainted with the problems of the small library some of the impressions an outsider has acquired in one way or another of its present status and some of his guesses as to what are likely to be the immediate lines of progress.

By small library I mean roughly speaking all public library work outside of the large cities. Nor is it entirely a matter of the size of a city, for some fairly large cities have small libraries, and vice versa. Perhaps you have read the "Portrait of a Village" in a recent issue of the *Atlantic* in which the author says, "I am going to venture, while I have the courage of my discouragement, a guess that the future of civilization and well-being of this continent is in the cities. . . . It is a bitter thought for the country-minded person to be forced to." My impression of the present status of the small library in this country borders on bitter disappointment to one who would like to think that the future of library service is in the small institution that comes close to the people in their everyday lives. If it were not for the exceptions, for the bright spots here and there, and the signs of something better in the future, I fear that in the "courage of my discouragement" I would locate the future of library service entirely in the larger cities.

Letters come to us from every part of the country, as I suppose they do to all large libraries, begging for assistance in getting access to books which ought to be available in every community. Anyone who tries to do anything more serious than recreational reading outside of the large city, knows how very little help he will get from local libraries. The simple fact is that only a small per cent of the population of this country has an opportunity to use even the most important things in print. If we believe in democracy and equality of opportunity, we must look forward to giving everyone an opportunity to a share, through reading, in the culture, experience and knowledge of mankind. If opportunity for religious worship were as unevenly distributed as access to books, city churches would have an unexampled opportunity for missionary work.

If we are to look ahead in any practical way, we must scrutinize more closely the present status of the small library, and in doing so perhaps we shall find that the fundamental cause of its present low estate is the fact of its smallness. Most libraries are too small to be administratively and economically efficient. I know that many small libraries indignantly repudiate this suggestion, and without doubt some few of them succeed remarkably well under the circumstances. It seems to me that the average small library in most states is an anachronism and a survival, in a class with the ungraded and unsupervised district school; and no one who has not known such schools intimately realizes how serious an indictment this is.

The small, independent and self-sufficing library represents a stage of social development now definitely belonging to the past. Historically the small collection of books, intrinsically good, perhaps, but ill-adapted to the tastes and needs of the community, and unconnected with the resources in books and personnel of the larger community, belongs with the village shoemaker or wagonmaker and many other features of a time when social and economic organization was far simpler than it can be today. The small community in

most parts of the country no longer aims to be economically self-sufficient. My great-grandfather worked in the winter making boots and shoes for his neighbors. The product was expensive and inferior in nearly every way to the machine-made product of today. Some may lament the passing of the simpler stage of economic life, but it is gone beyond recall, unless some ignorant attack on the so-called capitalistic production succeeds in turning back momentarily the wheels of time and reducing life again to its primitive forms.

The attempt of the small community to be self-sufficient in library service is just as much a relic of the past as the village shoemaker actually making shoes in competition with modern machinery and factory methods. Economic forces automatically and painlessly eliminated the shoemaker, but educational and cultural institutions do not so automatically conform to new conditions. Inertia, failure to understand what has happened, a mistaken sense of local pride, combine to block the wheels of progress.

Changes in social, political, industrial and economic life usually necessitate corresponding modifications in educational and cultural institutions. Great changes have been wrought in the educational system, but in most places the public library stands where it was a generation ago. Small public libraries as a rule continue in the grooves marked out at the time the library movement started. In the meantime a vast evolution has occurred. Reading for practical purposes connected with affairs of daily life has grown from nothing to very great importance. Cheap and abundant reading matter, particularly for recreational needs, in newspapers and magazines, has made most communities independent of the public library for "something to read." While practical coöperation with the public schools and other public interests and work with children and other special classes, have developed in the larger libraries, except in a few cases, small libraries have stood still.

On the other hand, since the movement began for establishing in every community a separate free library, revolutionary changes have occurred in means of transportation and communication. Cheap and rapid transportation, parcel post, rural mail delivery, automobiles and good roads, telephones, etc., have wrought great changes in the problems of small communities. A vital library movement starting now would take account of these factors. Here and there a library service has been developed in keeping with present-day conditions, but for the most part outside the large cities it is a generation behind the times, and new libraries are being established as if nothing had happened.

The present status of the small library, as I see it then, with exceptions here and there, perhaps in a few cases almost making exception of whole states, is that of an institution a generation behind the times, untouched by changes which have taken place in our economic and social life. The indifference of the community proves in itself that the library is a dead or decadent institution. It will have to be made over into an active force in the community or disappear.

One of the most important causes of its present condition is a disregard of the vital demand of modern life that every occupation must be based on fitness and skill which is nearly always the product of special training. The chief reason the small library is so near the discard is that it lacks a trained personnel. Perhaps we may say that it lacks a trained personnel because it is so badly adjusted to our social and economic life. I do not raise at this moment the question of whether it is going to be possible to get trained librarians without radically making over the system.

We have spoken of some changes that have already taken place. Changes of great importance in their effect on library service will continue to take place. Many of them cannot now be anticipated; perhaps some can be. Conditions under which the small library, in common with all libraries, must operate twenty-five years from

now, will doubtless be very different. While we are striving to break the bonds of the past, should we not also seek to sense what the future has in store and endeavor to avoid another crystallization? We think too little of the necessity of flexibility in organization, aims and methods to meet changing conditions.

Trying to forecast what the future holds that must be taken into account in planning for library progress, it seems to me we can safely assume that:

(1) Transportation and communication will constantly improve, which means, among other things, that less and less reason will exist for even fairly large libraries trying to hold in their own local collections all the books that are to be used in the community at any time.

(2) All branches of the public service must increase in efficiency, because the public will demand a full return for the expenditure of public money.

(3) Everybody will be trained for his work. A school of instruction for street sweepers has already proved its utility. Libraries will not be granted an exception.

(4) Specialization of function will receive still more emphasis, giving the benefits of division of labor and requiring a more scientific organization.

(5) All processes that can be reduced to routine will take advantage of the economies of large scale operations.

(6) Illiteracy will practically disappear, while working hours grow shorter, and a larger proportion of the population will demand an opportunity to make practical use of their ability to read.

(7) New methods of instruction and new avenues of recreation and culture will arise, some requiring the coöperation of the library, others competing with it. The library must be flexible in spirit and organization.

(8) We shall know more about the formation and control of public opinion in a democracy. There is an important rôle for the public library if it can adapt itself to the needs of the hour.

It is a rich opportunity that awaits a properly organized library service outside the large cities. Only thirty-one per cent of the population live in places of more than 25,000. In the cities educational opportunities are richer and more varied, so that the library field is somewhat narrower than in the smaller community where the library is the most practical substitute for many agencies which in the city work independently of it. Not only does it have less competition from other claims on the attention of the people, but it is in a position to mold public opinion as the city library is not.

In every small community there should be an opportunity for the trained librarian at least equal to that of the doctor, the minister, and the head of the schools. Like them, she should, given proper conditions, command the respect and confidence of the community and be a leader in all community enterprises. The librarian in the small community, provided she have energy, tact, intelligence and human sympathy, may become the friend and counselor of all the people.

I have touched upon the present status of the small library, and the opportunity awaiting it, as they present themselves to my limited view. If my estimate is correct, there is a great gap between performance and opportunity which should be a challenge to everyone who believes in the social utility of a library service. Three needs stand out conspicuously—the need of a trained personnel, the need of coöperation and some degree of centralization, and a fundamental need for standards of service.

I have a hope that the training problem can be solved by some such plan as I shall outline at a later session of the Conference. I get the impression that very little training is available for meeting specifically the larger problems of library service in a small community. A few commissions are evidently doing good work, but I fancy you will agree with me that an adequately trained personnel for the small library as at present organized is either an economic impossibility or most wasteful. Coöperation between libraries and some degree of centralization is a prerequisite for efficient service at a cost within the reach of small communities. The opportunity for genuine coöperation is probably little realized—coöperation in book selection, purchase, cataloging, classification, binding,

etc. But none of these is possible with wholly untrained and often incompetent librarians.

In the matter of book selection, even the trained librarian needs more skilled assistance than is now available as a rule. It is quite out of the question for one person in a small part of her time to keep abreast of what is published on many subjects in such a way as to make a little money produce large results. A good illustration of the kind of help I should think ought to be extended continuously to the librarian of a small library, not in one subject only but in a large number, is found in an article in the current issue of *Public Libraries* on "Art work that can be done in small libraries." Speaking of the fact that small libraries do little in art because of the erroneous notion that large expenditure for books is necessary, the author says: "When it is not so much a collection of books as the librarian's interest in the subject that is needed, the matter becomes very simple"; all of which is very true, but no librarian can make every subject a hobby. We need some way of passing on to the rest of us the knowledge and experience of the hobby rider.

Now I dare say I have dwelt at too great length on some well-known problems and difficulties that face the small library. Perhaps I have succeeded in giving the impression that I am wholly unaware that anybody has ever before thought of these things or been striving to find a way out. Of course I know full well that each of the commissions in the League is endeavoring, with every means at its command, to help the small libraries by bringing them together in some kind of coöperative system, to offset some of the disadvantages of the small unrelated library, to promote professional spirit and training and to set standards of efficiency. Of course, also, I know something about the county system which is so well adapted to solve many of the problems of the small library.

When I speak of the need of coöperation and centralization as the great desideratum, I am thinking of the commissions and county work. It seems to me we should look forward to giving the state library commissions much larger authority than any of them now possess and much greater financial support. I fancy we face an uphill task in bringing local boards and librarians to realize that their opportunity for usefulness depends to a great extent on giving up some of their precious independence. If they could see the situation as an outsider sees it, the small libraries in every state would become ardent champions of county systems and strong commissions, instead of looking with suspicion and jealousy on what seems to them an unwarranted encroachment on local autonomy.

The outlook for small libraries seems so entirely dependent on the work of commissions, county systems, and improved state laws, that mere enlightened self-interest ought to lead them to organize a movement for library extension that would convince members of the legislatures of its vital importance. I fear that too often, however, legislators get the wrong kind of impression from attempts to strengthen commission work. On the one hand, the commission, not being sufficiently distinguished from the more politically minded state bodies, is suspected of desiring merely to extend its power for selfish reasons. On the other hand, the indifference or hostility of local library interests makes it perfectly safe for legislatures to withhold their aid. With taxpayer, politician and local influences against them, progressive library measures have little chance. We cherish the thought that library commissions are not in politics and doubtless in most cases they are not, of their own volition, but it has seemed to me they are the victims of a situation which is primarily political.

If the actual situation is at all as I imagine it to be, it is the most urgent duty of the League of Library Commissions and of the A. L. A. to organize a country-wide library propaganda. As to the form and methods of such propaganda, I am not rash enough to dogmatize, but since in this

"look ahead" a liberal dose of speculation may be in order, I would suggest that none of our professional organizations, state or national, is fitted to take the leadership. I have a notion that in every state is needed a strong organization of prominent laymen who thoroughly understand the library problem in its larger aspects and who will work hand in hand with the profession in putting the library system of the state on an efficient basis. It will require skill and tact on the part of the professional librarians to engineer such an organization into activity, but I see no insuperable difficulty.

Since I know of no such organization, perhaps I can illustrate what I have in mind by citing the Civil Service Reform League in New York State. There is a body of substantial citizens, lawyers and business men, men and women prominent in various walks of life, who make it a serious business to protect and promote the merit system in public office. It watches legislation and administrative officials with an eagle eye. Its statements carry far more weight than would the protests or recommendations of the civil service employees, because, for one thing, no one suspects the Reform League of acting from ulterior motives. I must not take the time to enlarge upon this suggestion. Underlying it is the fundamental idea that extensions and improvements in any branch of the public service do not originate in legislative or official bodies nor, as a rule, in the ranks of the employees who conduct the service which needs to be reorganized and extended, but in some organized movement of public-spirited citizens. I believe it will be found that this principle holds in respect to nearly all kinds of educational and developmental work. I believe we have no such organizations anywhere ready to use every legitimate means to secure a modern and efficient library service throughout the state.

In what I have just been saying I have had in mind particularly those states that have made some beginning at least towards solving the problem of the small and rural library. Much more discouraging, of course, is the situation in a large number of states where extension work is entirely lacking. Here, too, it seems to me the first step must be to organize also into some sort of a public library association all the influential citizens who can be interested in library extension. The main difference between such an organization in the backward and the more progressive state is that in the backward states the primary and immediate object would not be to secure legislation, but to educate the people of the state to the meaning of a library service. Through the moral and material support which can be mustered within and without the state, such an association could unofficially function in many respects as a library commission, coördinating such local activities as exist, operating traveling libraries, and conducting an educational campaign designed to bring the local communities to the point of being willing to vote taxes and support state legislation. In other words, I visualize the backward state as a kind of mandatory in charge of the voluntary organization until such time as it is ready to take its place as a member of the League.

And this leads me finally to one more speculation as to what the future may hold for the small library interests which I think of as identical with the work of the commissions. Has the League ever considered the feasibility of setting up minimum standards for commission work and according some special recognition to the states that maintain such standards? We think at once of the accredited library schools as a similar device. My thought is that certain most salutary results might follow formal recognition of the excellent work being done by some of the commissions. Might it not save them from being forced to take backward steps at times? Might it not reinforce the efforts being put forth in those states which have inadequate laws? It seems to me that perhaps in the first flush of enthusiasm for publicity we are in danger of relying upon it overmuch. Publicity of a high order will

be required, but do we not in addition need to set up definite standards of achievement? Publicity for liberty and victory loans, book funds, etc., would have failed without definite quotas for states and communities, i. e., without definite standards of achievements which stimulate endeavor and arouse local pride. Definite standards of attainment represent a fundamental psychological principle which has too small a place in library organization and administration.

I do not know, of course, whether the League would feel able to standardize its own membership or whether it would prefer to have the standards fixed by, and their application entrusted in part to, some detached body, such as the A. L. A. Let us hope, however, that we do not have to look too far ahead for the time when we can say that this state or that is meeting the recognized professional standards.

Sooner or later, and of course as soon as possible, the up-to-standard commission should be in a position to apply minimum standards to all local library activities. I cannot omit to express the belief that we must look forward to such standardization and make it one of our principal objects of endeavor, but that is a very large subject which I have neither the detailed information or time at present to discuss. The little that I do know about the problem of standardization strengthens my belief that when we come to attack it, it will not be found so difficult as we may now imagine. In this optimistic view I am encouraged by what Mr. Sanborn writes in the June *Library Journal*: "Judging from an acquaintance with many librarians and as many library trustees, I feel safe in saying that practically every one of them has an honest pride in his own library and a desire to see it better than any other in its class."

HOW THE PUBLIC LIBRARY COMMISSION OF INDIANA WORKS WITH THE SMALL PUBLIC LIBRARIES OF THE STATE

By Margaret A. Wade, *Assistant Organizer, Indiana Public Library Commission*

The Public Library Commission of Indiana, now about twenty years old, is among the older organizations established in the various states for the purpose of aiding and increasing the efficiency of public libraries.

Very naturally a large part of the work of the commission lies in its service to the smaller libraries. To fully appreciate the value of such service one must at some time be a trustee or the librarian of a small library and learn by actual experience how many and how varied are the problems in administration and economy which develop at a rapid rate from the moment the possibility of having a free library in the town is considered.

Few large towns or cities are now without well established libraries with trained librarians to administer them. Their real difficulties are comparatively few and are more easily adjusted. It is the library in the small town or rural community which finds the public library commission "a very present help."

Many of our smaller libraries have had their origin in the women's clubs or among the school people who have felt the need of books but who did not fully understand the best method of attaining the desired result. How to go about getting a collection of books, where to house them, what to do with them, and how to keep up the supply; these are questions which someone must answer.

Public interest must be aroused and stimulated, and counsel given. A plan of organization that will be acceptable and at the same time insure legal rights must be formulated. The public library commission is called upon for advice. Meetings are held at which a representative from

the commission explains the laws of the state which concern libraries and tells how to organize the local board, the legal rights of boards as to tax levies and extension of service; how to begin service without a building; how to obtain the expected Carnegie donation, etc.

An organization is finally effected and the newly organized board starts on its way, light of heart and brimful of enthusiasm and energy. But traps for the unwary spring up at unexpected times and places. In case a new building is to be erected a location must be decided upon. If the lot is a gift, frequently it is in an undesirable part of town. Shall the board accept it, or will it be wiser to decline the gift and buy a lot on a more prominent corner? An architect is to be selected and plans drawn for a building. The commission is usually expected to advise on every point. The commission office has pictures and plans of many library buildings and is able not only to suggest what is most desirable, but to point to mistakes in building made in other communities.

Sometimes an unwise board takes the bit in its teeth and rushes on with its plans without consulting the commission or without heeding its advice, and comes to grief with its building. An instance of the sort occurred recently in the case of a library that had obtained a gift of money for a new building. The exterior of this building was artistically correct, the interior very pleasing to the eye; but the shelving was of assorted heights and lengths. Many feet of beautiful panel effects ornamented the interior, but there was not sufficient shelf space to hold all of the books in the old collection, to say nothing of future additions. It is very important that shelving, periodical racks and other furnishings be of proper construction and dimensions, and of this part of the work the average board knows little.

The organization of the library, the classification and arrangement of books, and the establishing of a loan system demand the assistance of a trained worker. Often the income of the small library does not permit the employment of a trained librarian and the work of organizing the library devolves upon the field organizers from the public library commission. An organizer spends three or four days—possibly a week—at the library, accessioning, classifying, shelf listing, and putting the library into working condition.

The commission furnishes lists of supplies which will be necessary to start the work and tells where they may be bought.

High schools are also given assistance in the work of organizing their libraries, and teacher and pupils instructed in the use of the library and its care.

A most important feature of any library's work is the selection of books. Funds are usually limited and librarians and trustees are urged to consult the commission before placing the first big order. Book lists, selected to suit the needs of each individual community, are compiled and given to any library, old or new, that asks for them. Commission workers also visit the book shops with any librarian or board member desiring such help, and give personal advice and assistance in making up an order of books. Often someone from the commission office is asked to assume this responsibility alone, and having been given authority to spend a certain sum, selection is made of books which will be useful in that particular library.

The traveling libraries department of the commission frequently renders service by loaning collections of books, either miscellaneous collections or books on special subjects, to the struggling library having an income of $3,500 or less and whose book allowance is not sufficient for its needs. These books may be kept from three to six months and the service is free. Traveling library collections are sent only to the libraries that have the local maximum tax levy and no books are sent to libraries that do not file their regular reports at the commission office.

Instruction, too, is given in many cases where the library cannot afford a trained librarian. Sometimes this is given in the commission office, but more often to the

new librarian in her own library. She is shown the correct way to keep her records; how to make her reports; the simple rudiments of ordering, accessioning, classifying and shelving books, and advice is also given in regard to repairing and binding of books.

Where the board and the librarian are wide awake, this instruction will be followed by a six weeks' course in library methods at the summer school which is held by the commission each year. From thirty to forty students attend this course and receive instruction from the commission staff and additional instructors, as outside help is needed. Only those students are admitted who are regularly appointed librarians or assistants in some public library or high school library, and the institution reaps the direct benefit of better service as a result of this instruction which is free to all Indiana students.

The commission aims to have some member of the staff visit every library in the state once a year. Public addresses are given by the secretary of the commission and counsel given to trustees as well as librarians. This does not necessarily mean consideration of large problems, but often just talking things over and making suggestions as to the librarian's work, or the budget, or thoughtless mistakes in policy. Here, again, the emphasis is on the work with the smaller libraries.

Two assistant organizers are in the field most of the time, visiting libraries, suggesting and instructing, and, in the case of new libraries, conducting the work of organization.

In matters which require legislation the libraries, as a rule, depend entirely upon the commission. A committee from the state association of librarians is generally appointed to assist in special cases, but the initiative in obtaining wise new laws needed and changes in the old ones lies mainly with the commission. Definiteness in rights of library boards, possibilities of extension of service, all legal authorization, are results of commission activities.

Informal district meetings of librarians and trustees are held in the several districts of the state throughout the year, some member of the commission staff attending each meeting. An outline of the program is made by the secretary of the commission for most of these meetings, the subjects discussed being of a very practical nature. Questions of binding, new books, janitors, L. C. cards, and always library extension, are considered. Usually there is a round table discussion in which all present take part.

These meetings are particularly helpful to the librarians from small libraries who are not always able to attend the larger state meetings. They bring their individual problems, receive suggestions as to their solution; interest in their work is stimulated and they are given an opportunity of meeting and knowing other members of their profession. The district meetings do much to encourage the young librarian who, by taking at first some slight part in the program, gains confidence in her ability to do things and to present her ideas and opinions to an audience. Older librarians are apt to forget their own abysmal ignorance at the beginning of a library career, and do not realize what a little encouragement of this sort means to the less experienced members of the profession.

The *Library Occurrent*, a quarterly bulletin published by the commission, is still another feature designed chiefly to help the small libraries. It gives recommended lists of books and pamphlets and calls attention to those which are undesirable. It includes news notes about the libraries and librarians of the state and any information which may be of interest or benefit to those engaged in library work, or a bit of inspiration that may come as a refreshing breeze to the librarian who works alone with no professional associates. This bulletin is sent free to all librarians and trustees in Indiana. The commission also supplies free copies of the A. L. A. *Booklist* to libraries of the state whose income is less than $2,000, and we aim to have it used.

Commission work, like most work of an educational nature, has its discouraging side. To organize a new library in a good, new building, and then return after a season during which it has been administered by an inefficient or careless librarian, or one too old to take any degree of interest in the work aside from that of a booklover, is one of these discouraging features. To see a board of trustees spend every available penny in the construction of a building designed for ornament rather than utility, and leave not a cent for books or for salaries, is another. These cases, fortunately, are the exception. More often we find that the appreciative librarian of the small library has put forth every effort to carry out the plans advised by the commission, and that she and her board are all working for the best interests of the community. When the commission visitor arrives the librarian usually has a list of questions ready. She has a little extra money for books and, wishing to use it wisely, wants a list of the best ones to buy. Possibly she has some new books which she has been unable to classify correctly—will the visitor help her? What about a certain new novel—is it the thing for her library? Shall she buy second-hand books, and where? Many old public documents and pamphlets have been allowed to accumulate—which are worth keeping and which shall she discard? These, and dozens of other questions, many of them involving a "Please tell that to my board," are asked. Worries and difficulties are brought up and talked over and sometimes the commission worker acts as peacemaker between neighboring library boards when it comes to a question of extension work.

Through correspondence also many problems are solved. It may be that a new assistant is needed, perhaps a new librarian. The commission keeps a file of names of those who are available in the profession and can tell who would best fit into this or that position. Many and varied are the questions which come with each day's mail: Hours of opening the library; the city treasurer wants a salary; who wrote a certain book? What shall we do about tubercular borrowers? About fumigation of books? Our board president will not tell us what funds are available—what can we do with him? Shall we accept certain gifts? What charge shall be made in the case of out of town pupils who wish to use the library? These are samples of the queries which come from all over the state.

One librarian recently expressed her opinion by saying that "The commission is the real backbone of the work for small libraries of the state." These are the things that make the commission worker feel that efforts have not all been in vain and that there is a very definite work for the Public Library Commission to perform in helping the small library serve its patrons more effectively and thoroughly.

LIBRARY COMMISSIONS AND THE HIGH SCHOOL OR RURAL SCHOOL LIBRARY

By Elizabeth B. Wales, *Secretary, Missouri Library Commission*

Since it has been decreed that I am not to have the pleasure of sitting with you in counsel, I shall discourse in a letter upon the subject assigned me rather than in a more formal way.

As the matter now stands, the problem of the high schools and the rural schools in the management of their libraries is governed by two factors—the knowledge of what is best in the organization and development of a library, and the money with which to produce results. The first of these desiderata should be found in the principal or teacher of the school, the second (in the providence of the taxpayer), is in the hands of the school board or committee. At present no high school management denies the necessity of a library. Indeed, one meets with the most bristling affirmative if one questions the existence

of a library as a school equipment. It may be old, dusty, shelf-worn, but it is there, "so many" volumes for you to note in your list of accessories. The need of the school librarian is not yet recognized in the same proportion; that is coming.

The question of helping on the happy day when every high school shall have a well-organized library of well-chosen books, administered by a well-trained librarian, who shall live to give, and shall graduate real library lovers to become forthwith ardent patrons and supporters of public library, college library and special library—the question of thus helping on, I say, is one which is capable of many solutions. Going back over the record of the years, I find that our state forces show little difference in their desire to make school libraries profitable investments. The terms of their existence have brought the public libraries an especially energetic development in the art of choosing books and coaxing readers. The schools, in later years advancing into the regions of research, have encountered similar problems, but having a more definite hold on their constituency, have proceeded along less persuasive lines. With the establishment of state library central agencies, the appeal of both of these classes of libraries was apparent. One of them, having behind it the mandatory power of the state bureaus of education, had already some standards of support and limitation. It is not strange therefore that the public library, afloat, as it were, without a pilot, was the first care of the library commissions. It is probably true that the traveling libraries, seeking out the corners of the states where folks managed to eke out an existence without books, were the origin of the interest taken by library commissions in school libraries. All the states report the lending of traveling collections—sometimes debates, sometimes supplementary schoolbooks and sometimes general books for community use—to rural schools.

In the League Handbook of 1907, three states especially reported work with school libraries under their library commissions. At this time Nebraska reported no law requiring the purchase of library books for school districts, but the commission of its own initiative distributed a list of 500 books suitable for purchase.

During the next three years Minnesota developed a far-reaching system of aid for school libraries, which in 1911 was taken over into the Department of Education; this constituted a division of libraries which for some years worked successfully with the schools. The 1919 session of the Minnesota legislature passed a bill which consolidated the department of education and the library commission in one department, but so arranged the transfer of activities that practically no jar was given the operation of the commission office.

What is the record in other states? According to the 1916 yearbook (which being "befo' de wah" may have been superseded as an authority) ten states reported active connection with school library work outside of the usual lines of traveling library loans. This yearbook made special request for statistical information concerning the work with schools and very few states ignored it. It is of interest to note the lines of development in the states included in these ten (I group them according to a certain similarity of work):

Oregon—complete supervision since 1906; compiles list from which books must be purchased, and rules for care of libraries; New Jersey—complete supervision since 1915; has compiled school library laws, and published list for book purchase; Utah—list from which books are purchased made by the library secretary and approved by the superintendent of education. (These three have been able to accomplish much that would be interesting to tell if I were not pledged to brevity.)

Connecticut—visits school libraries but not systematically, and will furnish instruction on request; Massachusetts—sends a trained instructor to teach pupils in the schools the use of books and library equipment, and has tried a plan of having an advisory librarian for a county; Michigan—has served its county normal schools by instructional courses. (In this group the effort is all toward the training of those who are to use the library, in the expectation of thus making improvement permanent.)

Indiana—will organize school libraries when desired, and has organized as many as ten in one year (presumably there has been no withdrawal from the field of the institute which was so well begun in 1907, for late reports indicate a large number of schools participating in these local library meetings); Missouri—likewise has organized school libraries, confining such work to high schools, and on request only; while publishing only a few special lists, the commission has helped school library organization by supplying class numbers for the superintendent's recommended list; Kentucky—publishes a list for book purchase and is making special effort to get in touch with the school libraries.

Minnesota—because of the aforesaid developments is now in a class by itself; so also is California—under its county library system this state has a school-library organizer to assist in "articulating," as it were, the school libraries with the county library. New York—has, of course, its separate division of school libraries under the Department of Education.

To what conclusion would the study of these facts lead us? Nothing in the evidence seems to point to a fixed and rigid rule for the placement of school library supervision, as it has been done with varying degrees of success and continuity in library divisions of school departments, and in school divisions of library commissions. Mr. Watson, of the New York State Library, has said in this connection, "Unless a most cordial relationship exists between the commission and the department of education, there would seem to be great danger of friction." In studying the records and make-up of the various commissions, I find no reason to believe that such cordiality might not exist, for ten of them had as one of their members the state superintendent of schools, in 1907, and the two exceptions, Maryland and Washington, certainly have shown no localization. In 1916, five more have organized with the same representation of the educational department, and of these, three operate directly under the state board of education: Tennessee, Texas and Utah; again you will notice no tendency to localize. Miss Baldwin expresses her opinion that the supervision of school libraries, which had been dropped two years ago by the educational department, will now be resumed, since the commission and school work have been consolidated. (Then the educational department in this case must have grown weary of well-doing.)

One of the objections to the commission management is that the librarian trained for public library work seldom understands the teacher or the school conditions. Miss Richardson of the Geneseo Normal School goes so far as to say that "the school librarian must first of all be a good teacher," and I have heard a very lively discussion of the same point among school men in Missouri, when the claim was made that they would rather have a good teacher who did not have library training than a trained librarian who did not know how to teach or have any experience therein. Of course, this is only saying in another way that the librarian must understand the problems of his constituency. Miss Templeton of Nebraska feels that if the library commission has not definite authority granted under the law to bring school libraries up to standard and keep them there the work will be irregular, some profiting thereby, and some refusing. The Missouri experience of thoroughly organizing one year to find "all that sort of thing" relegated to the "closet under the stairs" by a new principal another year, is a very discouraging one. Miss Martha Wilson finds that the state educational department has over the schools an excellent "whip" which is also much needed, and advocates that all state aid be conditioned on observance of proper organization rules.

Summing up the balances, Miss Wilson finds nearly as much in favor of the one method as the other. Under the school control, one has an understanding of school methods, authority which produces undivided allegiance, and coöperation which minimizes friction; on the other hand there is danger of poor equipment being supplied and lack of appreciation of library detail, the possibility of the work being put into hands untrained in library technique and library service, whereas the

commissions give assurance of good equipment, clear system, and trained supervision. She feels very keenly that there is danger to the public libraries in being placed under the supervision of the educational department.

From this point on the discussion is in your hands; I shall only add a few words more. It seems reasonable to say that for library work of any kind we need trained library workers, and it is probably a healthy sign of growth that every year brings a need for expert librarians in some special line. The balance for best library standards in school libraries dips to the side of the library commissions; for the authority to enforce them it dips to the side of the legal head of the school, the state superintendent. An equally satisfactory adjustment of these two items may possibly be made officially or unofficially. School librarians and teachers are nowadays encouraging all they can the use of public libraries; they are trying to teach books and the use of libraries as they formerly taught writing and drawing and geography; but an older generation of school teachers have cast suspicion into the library camps, and it is not always that we meet these advances with the responsiveness they deserve. Let us boldly say, "No ancient feuds in the library family" and accept the olive branch of these earnest workers. Let no librarian cast the eye of suspicion upon a school library because it was organized by someone from the educational department.

Whether at this session you will decide for or against the library commission as the source of school library organizing, I know not, but I feel sure that you will be in favor of a real and separate section for the school library work under either supervision, and my last word shall be that you keep on keeping on with the education of the school board and the library board, the teacher and the taught.

HOW THE ARMY LIBRARIES HAVE HELPED OUR FIGHTING MEN*

By Frederick P. Keppel, *Third Assistant Secretary of War*

With this particular matter of the war work of the Association I happen to have had something to do before most of you who are members. The war was about two weeks old, so far as our participation in it was concerned, when I went to breakfast at the Cosmos Club in Washington one morning and saw there Dr. Herbert Putnam. His eye was unusually bright, and I suppose you all know how Mr. Putnam looks and acts when he is in the throes of a new idea. He had all the symptoms, and as he knew that I had some remote connection with the War Department he came over and sat down by me and said, "What are your soldiers going to have to read?" I replied, "I have not the slightest idea." "Well," he said, "It is about time to begin to think of it." So I arranged to have him talk with Mr. Baker on the subject, and the interview was most satisfactory to the Secretary of War, because he himself had I think an entirely new conception of what the training of citizen soldiers should be.

We all know that in the past, so long as soldiers were valiant and were reasonably disciplined in arms, it was looked on as rather unwise to inquire too curiously into their conduct in other respects. The phrase "brutal, licentious soldiery" was regarded as not inappropriate or derogatory. Of course, we also know the terrible cost in human lives and human suffering from that assumption that soldiers were naturally and inevitably disorderly and dissolute.

So, just at the time when Mr. Putnam's suggestion came to Mr. Baker, the War Department was considering how to build up a wholesome series of substitutes in the way of diversion and relaxation for the soldiers to take the place of the other

*Extemporaneous address.

kind, which they would, in all probability, find if the wholesome ones were not provided. The assumption that an officer is a gentleman is almost as old as the military profession, but I think it is the first time in history that any nation assumed and acted on the assumption that the common soldier is also a gentleman. And it is the fact that the American Army was drilled and trained on that broad assumption which I think is the reason, more than anything else, that by and large, and with comparatively very rare exceptions, the American soldier in the world war was a true gentleman and acted as such.

Just before the suggestion from the American Library Association was made, the Commission on Training Camp Activities had been organized under the chairmanship of Mr. Fosdick, and plans were under way for athletics and singing, and movies and dramatics and dances — in fact, the soldiers up to that time had had planned for them practically all that is accepted under the term of college life, with the exception of the college. And therefore the intellectual element coming in through the suggestion from the American Library Association was doubly welcome and doubly appropriate. The work of the Association was welcomed by the Training Camp Commission, and as you all know, was taken in with open arms at the training camps and into France. I have visited a good many of the training camps and I have seen a little of the work on the other side, so I speak to some degree from personal experience.

The buildings of the American Library Association in the training camps in this country were havens of refuge to the men who wanted to take their relaxation a little quietly. I saw a communication from one of the inspectors general — I can't quote it exactly, but his comment was about as follows: "I have been asking the soldiers about the usefulness of the American Library Association buildings, and I have been told by a number of soldiers that they are the only places in the camp where a man is reasonably free and reasonably secure from either ragtime or prayer-meetings." That was from an official communication.

The men and women who are classed in the great army of civilian war workers —and it was a great army and it did a great work—these men and women are divided rather sharply between those who with the best will in the world dashed off into some wholly new and untried field of activity (and they were in the majority), and those who were willing to forego some of the excitements of novelty and variety in order to bring to the common task the training they had had in their daily work. The librarians are a very good example of the second group: instead of rushing off to do things that they knew nothing about, they brought their professional skill, their professional enthusiasm and their pride in the job, to the work that had to be done, and as a result the work was well done in all its aspects, and not only the War Department, but the individual officers and enlisted men in the Army, owe a very great debt of gratitude to the Association. I don't suppose any organization, in proportion to its numbers, did a finer or a better all-around job. I was trying to figure it out, and it seems to me that if each member of this Association received his share of the letters of thanks and appreciation that should come from the Army, each member of the A. L. A. would have about from 1,200 to 1,500 letters to open and read. And that's a very fair proportion.

I want to say a word—perhaps the representatives of the Training Camp Commission can't say it quite so well—I want to say a word of thanks for the unfailingly coöperative spirit which the Association has shown in its relation to the commission. The commission was given the job of driving a team of seven horses, none of which had had any particular experience in going in harness, and it wasn't an easy job. The very zeal for service of the various groups meant that they

would get into one another's way, and Mr. Fosdick and his associates had no easy task of it, I assure you. But I don't think there was any exception to the rule that the A. L. A. stayed in the traces and pulled hard all the time; in fact, they were pointed to as examples. I do not know whether that added to their popularity with the others or not.

As I say, your work was well organized; it showed both ingenuity and initiative. I think any organization which succeeded in getting Mr. Burleson to send printed materials for a cent without addresses or other technicalities shows that it has the power to get other people to do what it wants.

So far as I can see, the Association had no theories in advance, but met each situation as it developed, and met it well. It seemed to have learned since I was an undergraduate that the theory of library administration is to get the books to the readers, and not the readers to the books, and that certainly was welcomed by the soldiers, who had very little time to make long trips for books. It also seemed to believe that a worn-out, shabby book was the cause for congratulation, and not for apology. That also was very, very satisfactory.

The Association coöperated most effectively, and I think most unselfishly, in the great plan for educational work in France. That educational project, which before it came to a conclusion resolved itself into a university of some 15,000 students, and a series of post and divisional schools that ran the total of students after the armistice in France up to nearly a quarter of a million men—a perfectly immense enterprise—was built very solidly on the help of the American Library Association in providing reference books and other books that were needed.

The books got over on time and were very much appreciated. One of the great revelations of the war has been the fact that the average, normal, young American male does like to read; he does like to use his brain, and that's a factor which I think we can remember, in your profession and mine. I think we very much underestimate the real pleasure that young men, and presumably young women, get out of using their brains. I venture to prophesy that the use of public and private libraries and library facilities among the men who are now returning to civil life from the Army, will be a very interesting phenomenon. I know that the American Library Association didn't perform its service with a lively sense of favors to come, and perhaps for that very reason your rewards will be very sure, and will develop very soon. You may have noticed that Admiral Sims, who is in charge of the fleet in foreign waters, has already made a very definite recommendation to the Navy that every battleship and every ship on which our Navy is stationed should have an adequate library, properly administered. And the plans for the permanent administration of the Army include both a very carefully studied educational plan and a plan for opportunities for reading and for the use of books under proper care within the Army. So that both Army and Navy have learned the lesson so far as the use of books is concerned, I think.

Not long ago the War Department endeavored to ascertain, through the Training Camp Commission, the names of a few of the members of the different coöperating organizations whose service was of so outstanding a character that it would be appropriate for the Secretary of War to make some personal acknowledgment, and this request for a suggestion went to the American Library Association as well as to the other bodies. Let me read you the reply — perhaps you haven't heard it:

"While recognition of the Association as such will be very much appreciated, personal recognition of any sort is respectfully waived and distinctly not desired."

That brought us up rather with a turn, but on re-reading one could see that it was one more example and proof of the spirit of team play which is so striking

a characteristic of this Association, of the subordination of the individual to the general plan. Now if I were a French field marshal, I could decree that from now on and forever after, members of this Association could wear a fourragère of some appropriate shape and texture to loop around —I think it is—the left shoulder; and I may say, incidentally, from our experience, the fourragère would not be made of red tape! I lack that power, and don't know that the fourragère would not be a little embarrassing, in the long run, in any case. However, in all sincerity, Mr. President, I express on behalf of my chief and his advisers, both military and civilian, the very sincere and heartfelt thanks of the Army for the generous, intelligent, and altogether effective coöperation of the American Library Association throughout the period of the war. This I do with very great pleasure.

BOOKS AND READING FOR THE NAVY, AND WHAT THEY HAVE MEANT IN IN THE WAR*

By Vice-Admiral Albert Gleaves, *Navy Department, U. S. A.*

It is a very great pleasure and privilege for me to be here with you today. Next to ships I would rather talk about books than anything in the world. Since I first began my excursions into literature, through a little classic called "Reading without tears," in words of one syllable, books have been my constant companions. When I first went to sea in 1877—and that is a mighty long time ago—I was accustomed, whenever I had the opportunity and circumstances permitted, to carry with me up on deck, in the mid watch (that is, from midnight to 4 o'clock in the morning) four or five books; I liked to vary my menu every hour. One of those books always was "The spectator"; I don't believe as a midshipman I ever kept watch without "The spectator."

In those days the library aboard the old flagship *Hartford* consisted of a Bible, Story on the Constitution, and Frank Moore's "History of the rebellion," in endless number of volumes. Now, the Bible was used for strictly professional purposes. It was taken out frequently to swear witnesses in court martial cases. I don't think anybody in the ship cared anything about Judge Story's "Commentaries," and as for the "History of the rebellion," the events it described were too recent then to warrant an excursion into the Admiral's sanctum. So the people who loved books usually took them to sea with them. I think, if I remember correctly, that it was not until the eighties that regular libraries were established on board ship, and it was done at the instigation and suggestion of the late Admiral Chadwick, who was a great book man himself. The Government provided very generously for two libraries aboard ship, one for the officers, called the ship's library, and the other for the crew, but both officers and crew had access to either one or both of the libraries. The ship's library consisted largely of more serious works—what nowadays you call "high-brow stuff" — technical and professional books, essays, histories, and biographies, and things of that sort, while the crew's library consisted mostly of fiction. Those libraries were kept up to date and very generously supplied with the newest books by the Navy Department. The lists were revised from time to time by competent people in the Navy Department, and our libraries aboard ship were such that they were the subject of comment by foreign officers when they came on board ship. The British followed in our footsteps in regard to the establishment of libraries.

When the war came on, the department made further generous allowances, not for the officers alone, but also for the men, in allotting sums for magazines, weeklies, and things of that sort, and in the newer

*Extemporaneous address.

and larger ships, reading-rooms have been provided for the men, and the men have been encouraged to occupy them and to use them. On Sunday afternoons on board ship, as you will see if you go aboard any of these ships now anchored in harbor in the North River, those rooms are not only occupied by the men, but by the men with their sweethearts. It is a very nice place for men to talk over their affairs with their best girls—and every sailor man has a best girl if he is the proper kind of sailor man.

My attention was first called to the American Library Association in the early part of the war by a representative of the Association, who came to talk over the question with me, as to the possibility of supplying our ships with books. The idea appealed to me instantly, and we decided that a fair proportion of books would be one for every four men. That is the number shown by my order, and those books were put on board ship. I have forgotten how many books were allotted to my force alone. Of course the transport and cruiser force was the largest single active unit during the war; necessarily so, because we had to carry over so many men.

The American Library Association has provided for both services, including the marines, something like a million and a half books. I think I am correct in saying that about 650,000 were sent to the ships, the naval stations, and to the marines. Now, 650,000 books is a goodly number, but the work of the Association did not stop there. When the ships returned, representatives of the Association would come aboard, the books that had been worn out in use were gathered up, and were replaced by good books. The thing that appealed most, I think, to every officer and every man was the unostentatious way in which this work was carried on. There was never any Macedonian calls for help in the way of contributions, but above all, the men were made to realize and to feel that the books were their own. There was no restriction whatever on men drawing them. All the Association asked—they required nothing—demanded nothing—all the Association asked was that the books should be kept in circulation. That was a very modest request, and that was done.

Now, the question is asked sometimes, "Do the sailors read very much? Do the soldiers read very much?" I know from personal observation that the books were in constant demand, and that they were in constant circulation. They were placed as a rule near the troop compartments for the soldiers, and for the sailors they were placed in their compartments. The books were allotted to them and they would draw these books; they were not responsible in any way for their condition or what became of them. If the books were lost, that was profit and loss to the A. L. A., and didn't concern the sailor man. There was no compulsion, no restraint; they had free access to these books.

The character of the books furnished was above the average. I think the enlisted man does not care so much nowadays about reading wild west stories as he does about something adequate to prepare himself for civil life when he leaves the service. Many of them have only one enlistment, but every man that goes out into the great body politic from the Navy, if he is the right sort of man, is better equipped than when he entered the service. So they want to prepare themselves for civil pursuits, and there has been a great demand, I understand from some of the officers of the Association, for technical books, on electricity, steam, boilers—all that sort of thing. They can read and study on board ship.

I have seen men around on the decks, absorbed in books, and I have always felt if the bos'n mate had to pipe his whistle more than once to get attention and the youthful sailor or soldier who was just a little bit slow in answering the call because he wanted to finish his page or paragraph, and probably did it by carrying the book with one finger in between the pages, was to be excused, because there is nothing that so develops a man as reading. I have often wondered how people who do not

care for reading stand it on board ship, when there is nothing else going on. If he has the love of reading, he wants nothing else; and so I don't see how, when people go abroad and look at pictures and statuary, they can appreciate that art unless they have read about it and know what those things mean.

Your work is education of soldier and sailor along those lines. I have been asked to answer two questions: In the first place, is the work appreciated, and in the second place, is it worth while? I think I am speaking as one having authority, and can say that after close observation I know your work is appreciated. You can see the answer to that in the ragged books passed from hand to hand, and turned in at the end of each voyage. They certainly show that they are appreciated, and I think that you are entitled to the thanks of the Army and the Navy for the splendid work you have done.

Above all, there is nothing sectarian in your work, and if war should come again, I would like to see in all the welfare activities no religious lines drawn. I don't think they make for the best. We are all one in our endeavor to win the war, to save the country, and it does not make any difference whether the Jewish Welfare Board, or the American Red Cross, or the Y. M. C. A. or the Knights of Columbus direct the welfare work. What difference do creed, race, or color make? There should be no distinction, and you are unconsciously, perhaps, the pioneers on those lines, because your books are there.

Now, is it worth while? I think I may speak for both services when I say that it is. Your work has been most beneficent; your influence has been far-reaching, far more so than I believe any man or woman here realizes except those who have been aboard ship, and have been to the front, and have been in contact with it. All you have done strengthens the mental, moral, and intellectual fiber of every sailor and every soldier, and all for the glory of the nation.

There is just one suggestion I am going to make, and then I am through. We all know your splendid poster of the soldier with the tin hat and his arms full of books. Many of us watched it while it was in its original conception and the artist was painting it there at the library. Now I am going to tell you a little story, and then you will see the point. A lady coming out of the Metropolitan Opera House in New York was talking to a friend, and was enthusiastically praising the soldiers. She said, "My soul has been in khaki for fourteen months." There was a young sailor standing by, who had also been at the opera, and he couldn't help saying to her, "Madam, couldn't you put your soul in blue for a change?"

I am taking the liberty of suggesting, Mr. President, that when your artist designs the next poster, he will put his soul in blue for a change.

BY FLANDERS BRIDGE: THE ADVENTURES OF AN A. L. A. MAN OVERSEAS

By Asa Don Dickinson

On December 14 last a group of people assigned to overseas duty with the A. L. A. sailed from New York on the little French liner *Chicago*. In the party were Miss Macdonald of Harrisburg, Miss Fast of Chillicothe, Mr. and Mrs. Kerr of Emporia, and myself. We were joined by Mr. William Allen White, who was going over to report the doings of the Peace Conference. Norman Angell, also, was on board, very pensive over "The great illusion."

It was a dismal voyage, brightened only by Mr. White's efforts to "come out strong and be jolly," in noble emulation of Mark Tapley. The weather was bad, the food poor, the ship crowded. The temperamental French skipper left the dock in one of the worst fogs New York has ever

known. Fortunately we did no worse than run into a mud bank in the Lower Bay where we lay for twenty-four hours, waiting first for the fog to lift and show us where we were, then for the top of the flood tide to float us off. Meanwhile we watched several ships with more cautious commanders slide by us out to sea. They had taken no chances but remained snugly in their berths till the fog lifted and then sailed away with hours the start of us. The only bright spots of the voyage were the good humor of Mr. White, and the imaginative discourses of the other newspaper correspondents who vied with each other in vivid reports of the advice they had given Wilson and the advice Wilson had asked of them. There was plenty of "flu" aboard. One man died in his berth within a dozen feet of mine. In fact, many a poor fellow was dropped quietly overboard with a round shot tied to his heels before we reached the Bay of Biscay. Christmas Day came and went—it was by no means merry—and we sailed up the Garonne towards Bordeaux on December 28. Our spirits rose as we passed mile after mile of American docks and warehouses, swarming with grinning negro stevedores, who hailed us with jovial inquiries as to the price of watermelons, the bright lights of Broadway, etc.

On landing I made at once for the Y headquarters, which was then and still is, I think, the center of the A. L. A. activities at Bordeaux. There I encountered for the first time a phenomenon with which I was soon to become familiar. I found an accomplished librarian in the uniform and on the pay roll of the Y. M. C. A. but giving her whole time to the conduct of A. L. A. work, and ordering about several hulking but cowed-looking Y secretaries.

Just here let me say that we never could have done what we did in France without the help of the Y. M. C. A. They have stolen a good deal of our thunder, it is true; sometimes, I fear, by wilful misrepresentation of facts, but more often in perfect innocence. Scores of Y men and Y women saw books handled always and only by members of their own force. Was it not natural that they should assume that they were Y books? Nobody living understands all the intricacies of the relationship between the A. L. A. and the Y. M. C. A. Some day perhaps a German will win his Ph.D. by producing three large volumes on the subject. Till then we must be content with the generalization that the two organizations helped each the work of the other to a very large extent. The Big Fellow won more kicks than ha'pence for his pains. Perhaps the Little Brother would have done no better had he been forced to recruit an equally large personnel in an equally short time.

We found Bordeaux swarming with American soldiers, the streets in charge of American M. P.'s, as seems usual in provincial French towns where large numbers of our troops are quartered. In strolling about the streets, I noticed two little French gentlemen in high hats and frock coats who had become engaged in an altercation. Their voices grew shriller and shriller. Soon the richly sibilant epithet "*Assassin*," which had been the favorite, gave place to an even more opprobrious vocabulary. A crowd began to gather and a big American M. P. strolled up to see the fun. He and I took up good positions on the side lines. Words soon gave place to warlike gestures unfamiliar to the Anglo-Saxon. The open hand would be thrown violently *backward* as the antagonists pranced about each other; but no fist was doubled, no blow was delivered, though tongues and voices continued to work overtime. Then as their rage increased the antagonists began most viciously to spit at one another like a couple of tomcats. This struck Sammy as bad form and he adjured them in no uncertain terms to "Cut that out!" They were beside themselves by this time, however, and paid no heed. On the contrary they made violent efforts to kick each other in the stomach. Then the big M. P., thoroughly disgusted, thought it was time to act. He strode between them, with each hand seized a man by the collar of his coat,

turned them about, and shoved them vigorously in opposite directions with a "Gwan now, youse! Dat's enough! Fade away!" They faded; each toward his home, doubtless. At any rate they disappeared and I went to dinner—a very good one—with some French officers, steamer acquaintances. The only drawback was that, being their guest, I was compelled to eat large quantities of French oysters and pretend that I liked them. After dinner we boarded the night express for Paris. I occupied a *couchette.* The *couchette* is exactly the kind of sleeping-car the Spartans would have had, if they had had any.

In the morning we arrived at the Quai d'Orsay, Paris. A stone's throw away at the Palais d'Orsay the Peace Conference was in session. This was interesting of course, but some of us relished even more the reflection that a little way to the east, along the bank of the Seine, past Marie Antoinette's Conciergerie, the *bouquinistes* and *bouquineurs* of the Quai Voltaire awaited our attention.

As we walked through the station it was something of a shock to see the more or less dainty Parisiennes, disguised as luggage porters, vying with one another for the privilege of tossing about trunks and carrying heavy valises.

Breakfast in the Hotel Palais d'Orsay was next on the program. We of the A. L. A. party marched boldly in, conscious of the good American money in our pouches. But immediately we issued forth unfed and rather disgruntled. You see we had no bread tickets, nor did we know how to get any. But an obliging M. P., as always, came to the rescue and gave us a handful of the special variety which are issued for the use of *MM. les militaires en permission.* So the pangs of hunger were soon allayed if not satisfied—note the grim distinction—and we took our first lesson in Paris food prices. It was very interesting.

Then came a walk across the Pont de la Concorde, built of the stones of the Bastille, and the Place de la Concorde, where the guillotine parties used to be held during the days of the Terror. Here we saw a German tank and hundreds of captured German guns, set forth for the little French boys to play with.

In a moment or two we came upon a large and shining sign, directing us to the A. L. A. Library. Then hove in sight Number Ten, Rue de l'Élysée, the overseas headquarters of the A. L. A. War Service, and right proud we were of this splendid mansion, formerly the residence of the Papal Legate. He must have been a reprehensible old boy, however, if we are to judge by the number of back stairs and the many secret doors, chambers, and passages which he found necessary for his comfort. Just across the street is President Poincaré's garden, and beyond, the Élysée Palace. It was quite thrilling of a Sunday afternoon to stand at a front window and watch the President of the Third Republic strolling along the paths with his little daughter. We had a fine view, too, one afternoon, of the garden party wherewith official France welcomed Admiral Beatty and his brother officers of the British fleet. Lest the A. L. A. be accused of extravagance, however, let me hasten to explain that the upper floors of the building are occupied by the Y. M. C. A. Entertainment Department, and more than once I have seen the holy calm of our educational department shattered by some red-triangled soubrette, who would breeze in, joyously caroling, "Where do we go from here, boys, where do we go from here?" Then Mr. or Mrs. Kerr would have to explain with dignity who and what we were. I do not seem to remember that the insouciance of the soubrette was ever disconcerted.

A cordial welcome from Mr. and Mrs. Stevenson and the other veterans of the battle of Paris was followed by the most trying ordeal which the new arrival in Paris is called upon to undergo—the search for a room. I don't know how many hotels turned me away, but I do know there were dozens of them. It was not a question of price. There were no

rooms to be had at any price. When I started to look for a room I was afraid one of the many reckless, rushing taxicabs would run over me; before the eventually successful termination of my search, I wanted to sit down in the middle of some boulevard and tempt one of the hooting things to put me out of my misery. I ended that exhausting afternoon, I remember, by creeping into the Madeleine and going to sleep. And I stayed asleep till I was put out at lock-up time by a terrific beadle in a large cocked hat.

Now if you will all turn to the large maps in the back of your Paris Baedekers, you will note in the upper right hand corner of the brown one, which comes first, a cozy district, just within the fortifications, called Villette. It is almost entirely given over, please observe, to slaughter-houses, canals, freight yards and warehouses. There it is that the Apaches of Paris most do congregate, and this was the scene of my labors for six of the longest months that ever took advantage of a helpless calendar. The warehouse occupied jointly by the Y. M. C. A. and the A. L. A. is here. The Baedeker map shows the actual building, and here are many other storehouses filled to bursting with the goods of the Red Cross and the U. S. Quartermasters. The railroad station for this region bears the charming name Pont de Flandres. As it is about the only bit of beauty in the neighborhood, I always liked to make the most of that name and so have called this story, "By Flanders Bridge." There is not much poetry about a warehouse, but we may as well make the most of such poetry as there is.

I hope none of you will ever know how cold and damp and dark and dirty a French warehouse can be in midwinter. But it was unmistakably the best place for our business, and we should be thankful that we managed to get a foothold there, and then wriggled about till we expanded that foothold to 25,000 square feet. Freight cars could be unloaded at both front and rear and five or six camions at once could be loaded or unloaded at as many doors in front. Unfortunately there was no elevator. The French boast these newfangled contraptions only in such hotels as bid for the patronage of Americans. As soon as possible after their installation they are broken, thus saving all the trouble and expense of operating them. Still, when your business is situated *au troisième* and *au quatrième* (on the third and fourth floors), and you are receiving and dispatching every day hundreds of packages, each weighing one hundred and twenty-five pounds, you can't help thinking that an able-bodied American elevator would be a great convenience. We had a substitute, a dangling rope known as a *chable*, operated by a skilled laborer of almost professional status called a *chableur*. And they are very uncertain fellows—those *chableurs*. Every now and then one would take it into his head to quit in the middle of a job, with a camion half loaded or a freight car half unloaded. Then his satellites, the porters, quit too, settling happily down to the practice of the French art of conversation, each man leaning upon his *diable*, as the hand trucks are called. This happens many times a day. You get a job of loading or unloading well under way, and then step away to arrange another. Soon there is a noticeable diminution in the din about you. You miss the familiar screech of the *chable*. Having become suspicious through sad experience, you return at the first opportunity to Job No. 1. *Absolutely nothing doing!* The explanation is always the same—happy smiles, shrugs, *"le chable ne marche pas."* And it does no good to dismiss the *chableur*. He can easily find work at another warehouse. About all one can do is to propitiate him with frequent offerings of commissary cigarettes and chocolates. Sometimes we tried to break in new *chableurs*. Then a hundred-pound Hoboken box, swinging in mid-air, would work out of its rope and go crashing down through the roof of whatever was beneath, whether camion, freight car, or man.

Just what did we do at the warehouse? Well, at first we merely received books for-

warded to us by the A. L. A. representatives at the ports, and sent them on in the quantities and to the addresses designated by our Paris headquarters. That does not sound very difficult, but the mere bulk of the business kept us moving—and complications developed later. Well do I remember the time when four carloads of books arrived in one day—two of them big American cars. That meant the handling of about 1,200 boxes, 90,000 books, in eight hours of daylight. Another time a convoy train of eleven three-ton camions materialized before the warehouse. Did you ever have thirty-three tons of books drop upon you quite without notice? I may as well confess that they knocked the wind out of me and left me gasping and flapping my hands helplessly for some minutes. Then the circumambient ether became resonant with pigeon French:

"Tout le monde, cherchez les diables! Cherchez les chableurs! Emportez les caisses vides! Tout de suite! Dischargez les camions! Les bouts bleus au quatrième, fiction au troisième! Toujours les numéros en haut! Dépêchez-vous! Beaucoup de cigarettes Américaines après! Dites donc, François, vous êtes embusqué; pas le travail, pas d'argent. Souvenez-vous! Je vais en haut. Allons, mes braves! Le chable ne marche pas? Où est le chableur? Ah, le voici! Attention dessous! Gardez vos têtes en bas là! Allons; dépêchez-vous, garçons! N'oubliez pas les cigarettes! Tout de suite, tout de suite!"

That's the sort of jargon I expect to be talking in my sleep for some time to come. We had some very amusing French helpers. There were MM. Doen and Gillet—a happy pair, recently demobilized. Courtly fellows, they were, who would have been right welcome at Elsinore, so they soon learned to answer to the names of Rosencrantz and Guildenstern. They were good workers and although one had but to look in their direction to see them always together, side by side, bowing and smiling, they were not at all ridiculous, and I was never tempted to call them Alphonse and Gaston. Some day I expect to see them playing the *boulevardier* on Broadway. Then it will seem most natural to give them Hamlet's greeting, "My excellent good friends! How dost thou, Guildenstern! Ah, Rosencrantz! Good lads, how do you both?"

Papa François was stout, elderly, good-humored and strong as an ox. His soldier son, a typical *poilu*, worked with us for a time. The old man had a way of disappearing when work was heaviest. Then the saucy boy would shout *"Dites donc! Où êtes-vous, vieux embusqué?"* The day before the general director of the A. L. A. War Service was to visit the warehouse we were trying to clean up a little. Thinking it might inspire François, I told him *Le Grand Chef* was coming. In my mind's eye I still can see his elephantine pirouette as he snapped his fingers and joyously cried out, "Oh, là, là! Champagne, champagne!" Alas, he was grievously disappointed; there was only an extra ration of cigarettes the next day.

There was another fellow—a timorous, pallid Pole, who was said to have been a student at the Sorbonne. His name was impossible, but we used to call him Macbeth because whenever I looked at him I thought of the bearer of evil tidings and sometimes yielded to the temptation to shout, "Now devil damn thee black, thou whey-faced loon, where got'st thou that goose look?"

The warehouse work ordinarily was not difficult till the educational sets began to arrive. These were to have been assembled in New York. On my last visit to Mr. Bailey, he had shown me with some pride the excellent arrangements he had made for handling this work. But somebody somewhere at the last moment decided that these books should be rushed over to us as fast as they were received, leaving to us the task of assembling the collections. We had no space for it, but by almost a miracle we managed to get the space and the work was done; though it entailed the shutting down of one of the Y. M. C. A. departments. Think of it! The Y appreciated our work so highly that they gave up some of their own activities to allow us to do our job in their warehouse. Indeed, as the A. L. A. came to need more

and more space and more and more men, the Y management gave them to us till I thought often of the tale of the camel and the too-indulgent Arab. For many a long week the A. L. A. camel occupied the best part of the Y-man's tent.

It was no small task to deal with those educational books in the time at our disposal. Many of you are familiar with book aggregations of similar size—about one-quarter of a million volumes. Think what it would mean to receive, unpack, sort, assemble into standard libraries, and re-ship this many books in about six weeks' time. We received them packed in boxes containing each about seventy-five volumes. These boxes had to be hauled up one or two at a time to the fifth floor. Then they were opened and unpacked, and the books were sorted and stacked so that any one of the thousand titles could be found when required. The educational book stock occupied nearly 10,000 square feet closely packed. There were anywhere between ten copies and fifteen hundred of each title, but five hundred was the number of copies ordinarily purchased. The standard collection of educational books filled six boxes and comprised about 450 titles. At the time I left France nearly four hundred of these sets had been assembled and sent out. It is not too much to say that our educational books were highly thought of by all the welfare organizations and by the Army educational men. They made possible the partial accomplishment of the Army's extremely ambitious educational program. The A. L. A. alone had the books that were needed and with the help of the Army Post Office we managed to distribute them in time to be of service. The ordinary weight limitation on mail packages was, I believe, four pounds, but for several weeks the Army Post Office received from us practically every day scores of packages weighing 125 pounds each. Indeed, I am told that for a time the A. L. A. mail exceeded in bulk and weight all the rest of the Army mail put together. It is only fair to say that our books were packed in a Y warehouse, to a great extent by Y men, and that they were carted from warehouse to Post Office or railroad station in Y trucks.

We were still struggling with the educational books when the people back home began to pay us another compliment. Instead of continuing to send boxes of assorted fiction or assorted non-fiction which could be shipped out again by us unopened, they began calling practically everything "Stevenson Specials," and shipping nearly all their material in that form. That is to say, the boxes were each filled with one or two titles only. This was easy for the dispatch offices but hard on the Paris warehouse. While the educational-book rush was at its height, we had little or no time or space for unpacking, sorting and repacking these innumerable "Stevenson Specials," and we were forced to allow them to pile up till the more important educational sets were disposed of.

But the worst was yet to come. It is, I suppose, common knowledge that the Y tried to stampede the A. L. A. into buying far more educational books than were actually required. When we refused to go further in this direction than we considered reasonable, the Y went ahead and bought on its own account, only to come begging us to help them out of their trouble when vast quantities of their books arrived in France rather late in the day. For reasons of policy we agreed to give them a lift, and soon there was added to our warehouse stock in Paris about 80,000 volumes which had to be plated, pocketed and carded before they could be used.

For some months the Army has gone ahead sending men home faster than the welfare organizations anticipated. So, like the other organizations, we now have a large stock in the Paris warehouse, and will have much more when the salvaged material is returned. My last work in Paris was to estimate the number of books in good condition which will be left on our hands, and to formulate a plan for their disposition. This, however, is neither the time nor place for an exposition of this

matter. Let me rather tell you something of the field trip which concluded my stay in France. It was my first excursion beyond the fortifications of Paris. Dr. Putnam and Mr. Stevenson were both unwilling to have me report at this Conference without knowing anything except Pont de Flandres and the "Métro" line by means of which I oscillated between the warehouse and headquarters.

On May 26 I left Paris for Dijon, on the "American train." In the compartment with me were two American aviators who had been up to Paris to take examinations for the diplomatic and consular service. They had prepared by studying the books on diplomacy and international law which are included in our educational set. So they were glad to direct me how to find the A. L. A. Library at Dijon, and it was well that they did so, for it is in a Y building that is tucked away on a back street and not easy to find. It is a charming place when one finds it, however, and Miss Goddard seems to be enjoying her success there. One of the boys who frequented the library expressed the spirit of the establishment by remarking: "This is one place where the Sam Brown aint got nothin' on yeh." The following morning Miss Goddard was able to leave her library in charge of some trusty volunteers, and to secure for us both places in a Y car which was running over to Beaune, some score of miles away. It was a delightful ride through a country bright with the golden flower of the mustard, which is one of the principal products of the region.

At Beaune we found Miss Long and Mr. Goodrich enthusiastic over the unparalleled success of our work at the A. E. F. University there. Mr. Dickerson had just departed for his new field of service with the Army of Occupation, taking with him the grateful good wishes of everybody. It is not for me to tell the story. Suffice it to say that at Beaune we scored the most spectacular of our successes in France. The A. E. F. University was an ambitious and praiseworthy attempt to do a very big thing in a very little time. The library end of it actually functioned, thanks to the A. L. A., and early enough in the game to perform really substantial service. How many college libraries in the United States can and do seat fifteen hundred readers at once? How many circulate fifteen hundred books in a day? Was there ever before a library building so crowded four days after the opening that the medical authorities were compelled to close it till it could be doubled in size? These questions are but hints of the good news we shall hear when the time comes to tell the story of our work at Beaune.

In the evening Miss Long and I had managed to break into the ancient Hotel Dieu, the pride of the little city of Beaune, and very interesting it was to walk through the great lofty hall where the good Sisters have nursed the sick since long before Columbus sailed the ocean. At one end of the hall is the high altar where mass is said every Sunday, the patients assisting (in the French sense) without stirring from their recessed beds.

The next morning I returned by train to Dijon and began the long wait for the night train which was to take me on to Gièvres. The time passed quickly, however, in visiting the old palace of the Dukes of Burgundy and in looking over sundry gargoyliferous cathedrals. At the dinner hour I had the good fortune to encounter at the Red Cross canteen Miss North, one of the best of last year's volunteers at the Hoboken dispatch office. She is now in charge of the dining-room at Dijon and I couldn't have been better fed at that canteen if I had been a buck private.

After midnight I boarded the "American train" for Gièvres. There was no sleeper, but a U. S. Department of Agriculture agent and myself had a compartment to ourselves, and we managed to pass the night pretty comfortably. The next morning we enjoyed a real American breakfast of ham and eggs and griddle cakes, the first one I had eaten in France. It was served in what looked like a real American dining-car by spotlessly-clad

colored compatriots of just the appetizing *café-au-lait* shade of complexion affected by our best railroads for their dining-car service. At Gièvres I fell in with Chaplain Evans, the welfare officer of the region. He took me to the headquarters mess to luncheon. This was delayed twenty minutes because the Commanding Officer, Colonel Simpson, refused to sit down without Miss Craigin, the A. L. A. representative. She had been off in her car visiting one of her outlying branches. Please note that the A. L. A. lady was the only one of the score or more of welfare people at this camp who lunched regularly at the C. O.'s mess. This was not the only time I noticed special favors to our people—eloquent testimony of the light in which our service is regarded by the Army.

After luncheon Miss Craigin ran me around in her car to visit her main library, her two branches and several of her many deposit stations, and then away from the camp across a dozen miles or so of beautiful country, odorous with acacia bloom, to St. Aignan, where my old shipmate, Miss Macdonald, holds sway. I hope it may not be construed as derogation of Colonel Simpson's and Miss Craigin's hospitality to say that I am sorry for the people at Gièvres. There is literally nothing but *camp* in the immediate vicinity—no town, no hills, no trees, nothing but barracks, tents, duckboards and dust—or mud. No wonder our service is so highly appreciated there! As we skimmed past the warehouse which the Army built at Gièvres last fall to house A. L. A. books, I was thankful indeed that transport problems had necessitated the removal of our warehouse work to Paris some weeks before my arrival in France.

At St. Aignan we found Miss Macdonald happy and busy as a bee with her big main building, her four branches, and her countless deposit stations. Everywhere on my tour, but especially at St. Aignan, it gladdened my heart to see my old protégé, the "Hoboken box," doing yeoman service as a sectional bookcase. It should be a matter of record that this box was designed at the Washington headquarters by Mr. Wheeler; but I claim credit for promptly recognizing its merits and defending it against all fussy experimenters. It would be hard to overestimate the share of the "Hoboken box" in the success of our work overseas.

The Commanding Officer at St. Aignan, by the way, is General Malone, who years ago as Captain Paul B. Malone more than once delighted the boy patrons of my library at Leavenworth, Kansas, by readings from his West Point stories.

After dinner with Miss Macdonald in a real old French inn in the charming town of St. Aignan, I departed for Tours, where I arrived at midnight and made my way to the Y. M. C. A. Officers' Hotel. I found the manager sitting in his office with an elderly American Major. The Y-man looked me over rather doubtfully, but finally admitted that he *supposed* I was a part of the A. E. F. At that the old major bounced up and ripped out: "Yes, and a damned *good* part." I was shown to a room at once—about the best room in the house. Later I learned that the old Major had seen something of Mr. Dickerson's work at Beaune.

The next morning I visited "our Miss Yerkes" at her library in the main Y building at Tours. It is sandwiched in between the canteen and an ice-cream garden, but she manages to maintain a library atmosphere nevertheless. I had a talk with her assistant, a Y worker. It was typical of many that I enjoyed with Y people who had been assigned to our service. This lady had been a high school principal at home, and she had accepted the assignment to the A. L. A. with some reluctance. But never had she enjoyed work so much, and it was her firm intention to stay with the job as long as she might be needed.

The following morning I found Mr. Moulton, Miss Huxley and Mr. Emerson at their desks at the welfare headquarters of the LeMans area. The A. L. A., by the

way, is the only organization which is permitted to have office room there, and it gives us a great advantage in the constant readjustments of our work necessitated by the kaleidoscopic changes always going on at the American Embarkation Center. It seemed odd at first to find most of the A. L. A. personnel nowhere near a library. But before my day at Le Mans was ended I understood the situation. Many branches were ably administered from a bookless headquarters just as the Brooklyn Public Library is managed from 26 Brevoort place. All day long Mr. Moulton and I drove from branch to branch throughout this great area and although we must have covered fifty or sixty miles, I was told we had not seen a quarter of it. Suffice it to say that never in my life have I visited so many libraries in the course of a single day. I met a great many librarians too, but the one I remember best of all I didn't even see. This was Miss Ferguson. She was absent from her post by the express command of the General. Some international horse races were in progress and she had to ride the General's horse! Our overseas personnel must be prepared, you see, to serve the A. L. A. and advance its interests in ways which are often quite unforeseen.

That night I had some rest in a Red Cross dormitory, but was called by the faithful Jap steward at the unseemly hour of 2:45 a. m. to take the train back to Paris. Thus ended my service with the A. L. A. in France. After a day or two in Paris, mostly devoted to American, French and British passport *visés*, I embarked for England, whence I was booked to sail for home. After six months of Paris, everybody in England seemed incredibly kind, everything in England incredibly low in price. I was almost sorry to leave England even to come to the A. L. A.

Although the Holland-American liner *Nieuwe Amsterdam*, the ship that brought me home, is not a transport, she took on two thousand American troops at Brest before turning her nose westward. It was with some misgivings that I inquired whether any reading matter for the men was on board. I need not have worried. The Hoboken dispatch office is still very much on the job, and there was an ample supply of fresh new books and recent magazines. At last I was in a position to do a bit of work on shipboard myself. Now I have seen with my own eyes how far good books can go to make boys forget the cramped discomfort of a sea voyage in the steerage. Scarcely ever were books and magazines out of the hands of those boys until we sighted the Statue of Liberty last Thursday. Then my eighteen months with the A. L. A. War Service came to an end. It was hard work, it was great fun, and I'm glad its over.

ADVANCED LIBRARY TRAINING FOR RESEARCH WORKERS

By Andrew Keogh, *Librarian, Yale University*

In giving this subject to a university librarian, the implication must certainly have been that a "research worker" is to be understood in the university sense, and not in the ordinary sense of a person who is carrying on any kind of careful inquiry or examination. If I am right in restricting "research" in this way, I will go further and say that although the spirit and methods of research are by no means limited to the graduate school, it is chiefly in that school that the spirit of research is inculcated and its methods taught and required. Research is indeed the mark of the graduate school, distinguishing it from the college on the one hand and from the technical and professional schools on the other. The research worker that I have in mind is therefore a person who has had such preliminary training as to be able to profit fully by higher training, and who enters a graduate school for the double

purpose of enlarging his knowledge of a subject that appeals to him and of acquiring the best methods of research in his chosen subject.

Students offering themselves for such training usually fall into one or other of two classes. They are either persons with library training or experience who wish to become experts in some special field of knowledge; or they are persons of special knowledge who wish to become librarians or bibliographers.

The librarian who takes up the higher study of a subject usually aims at equipping himself to become librarian of a special library, or head of a department in a large library, and this aim is just as legitimate as that of his fellow student who intends to teach. He will naturally pay special attention to the bibliography of his subject, but otherwise he does not differ from his classmates, and there is no reason why he should not get his master's and doctor's degrees in due course. Some university libraries make grants of time, or pay the tuition fees for approved courses taken by members of their staff, and they encourage such study by showing that it leads to higher salaries. I believe that higher study of this kind will be much commoner ten years hence than it is to-day, for libraries will have a new impetus as a result of the war, and will have the means to pay higher salaries.

The person of special knowledge in some field of study who seeks advanced library training may also aim at becoming a librarian, but his needs are very different. If he wishes to acquire library technique, he should go to a library school, and not to a graduate school. If, however, his purpose is to master his field bibliographically, he may enter a graduate school, and proceed to his master's degree. He may have some difficulty in finding a school that will meet his needs, for some teachers pay little or no attention to the bibliography of their subjects, and would be unwilling to spend time in planning and carrying through a special course for a single student. But in the humanities, at least, there are courses in encyclopædia, methodology, and bibliography that would serve his purpose. The wise student will seek his teacher in a university where there are facilities for bibliographic research and opportunities for work on the library staff, or where such facilities and opportunities are at hand in some great reference or special library.

There will probably be little difficulty in obtaining a degree for meritorious bibliographic work. A discriminating selection of the best books on any subject of importance, with careful annotations showing the scope and limitations of each book, and references to others that correct or supplement it, would probably be accepted anywhere for the master's degree; while the rare bibliographical dissertation that not only incorporates discoveries of importance, but by sound criticism throws light on disputed literary or historical or other problems, might be offered for the degree of doctor of philosophy. The dean of the Yale Graduate School is very willing to give degrees for bibliographical work.

There remain two problems, one connected with graduate work in the university, and the other with work in a library school.

The first is the case of a person who desires to take up one or more courses in the graduate school of a university, but is technically barred because he is not a college graduate, or the graduate of a library school that confers degrees. A student of this sort may have the same amount of ability, education, training, and experience as the one who holds a degree; he may have more; but he lacks the hall-mark. But no person who has carried on library work for any reasonable length of time in a professional way need feel that he lacks a liberal education, and most universities would admit him at once. The Yale Graduate School, for example, has admitted to its courses members of the Yale library staff who had no degree of any sort; and this was done, not because these persons were on the staff of the Yale library, but because it is part of Yale's general plan to admit to its graduate and pro-

fessional courses all students who are adequately equipped. Each case is considered on its merits, and if the applicant is admitted, he is not enrolled at the beginning as a candidate for a higher degree, but as a so-called "special student." If his work should prove equal in quantity and quality to the regular students, he can take the final examinations and get his degree.

The second problem is that of the student who wishes to carry on advanced work of a technical character, such as is more appropriately given and sought in a library school than in the graduate school of a university. Such courses are graduate courses, but they are professional rather than cultural. A student seeking advanced training may already have the degree of B.L.S.; or may be the graduate of a library school not conferring degrees; or may be a college graduate with library experience but without library school training; or may be an educated and experienced person without a degree of any kind. There is at present no regularly organized graduate school to which such a student can go, but this is not from lack of desire on the part of faculties. The demand for advanced training is too slight to warrant the expenditures involved. Such demand as exists is too varied to fill; and students expect intensive training which is difficult in a one-year course. Until the means are provided the schools should throw open more widely their present facilities. If Yale admits students without degrees to its graduate school, the library schools can do the same. The so-called "open courses," to which experienced library workers are now admitted, should be greatly increased in number. The schools might also forestall demand by relieving their undergraduate seniors of some of the more formal courses required for graduation, allowing them instead to pursue some investigation of special interest. If such investigations can be carried on better in other libraries, the student should get leave of absence without loss of credit.

A NEW PLAN FOR TRAINING LIBRARY ASSISTANTS

By Julia A. Hopkins, *Supervisor of Staff Instruction, Public Library, Brooklyn, N. Y.*

Among the many wonderful developments in the field of library work during the last decade, none perhaps has been more rapid or more interesting than that of the training class conducted by the individual library for the enlargement and strengthening of its own staff.

In the early days every librarian learned his trade by working at it in the old style apprentice method; and this method was fairly satisfactory when libraries were small and the field of their work limited. But as they increased in size and in the number of their activities, demanding a proportionately larger force of workers, the time necessary to devote to the supervision of the work of beginners was too great; hence, as an economy of time and effort, the library began to admit new workers at stated times during the year, giving direction and supervision to the group instead of to the individual; and so we have the so-called "apprentice class."

In these first apprentice classes, however, the old method of training through practical experience prevailed to a large extent; the class periods being limited almost entirely to description of routine methods, criticism of work done, and discussion of problems arising in the everyday work of the library.

With the tremendous growth of the great branch library systems in our large cities, a new phase developed. The amount of work to be handled in such systems demanded a larger number of trained assistants than could be obtained from the library schools. Moreover, the large increase in the number of small libraries (brought into existence through Mr. Carnegie's gifts of library buildings), and the rapid development of the various types of

special libraries, offered to graduates from library schools positions carrying executive and administrative duties, compared with which the position of under assistant in a branch system had little attraction. As a result, the large libraries, in order adequately to man their staffs, were forced to abandon the old plan of apprenticeship and to organize some form of definite library training.

These training classes, of which there are many today, vary greatly in size, entrance requirements, length of course, character of instruction, etc. In their simplest form we find them very slightly advanced beyond the apprentice type; in their most developed organization they in many respects approach quite closely the one-year library schools. Some of these latter classes are in charge of trained librarians who have had teaching experience in a library school.

The field of their usefulness and value of their service is unquestioned. It is doubtful if the great branch systems and the large public libraries could have become what they are without the assistance rendered by their training classes. While every such library needs and wants graduates from the library schools on its staff, yet undoubtedly the rank and file of the staff, in all grades of its service, will be made up of the graduates from its own training class.

The objective points of the two types of training will always differ. The training class trains its students for a particular library; the library school prepares its students for service in *any* library.

The importance of the work professionally has progressed to the point where, for the last few A. L. A. Conferences, the need of discussion of training class problems has been recognized as deserving a place on the program of this section. In addition, for the last two years training class instructors have been granted space on the program for a round table. They are taking steps to organize and to consider a possible standardization of courses.

However, standardization of training class courses will be a much more difficult matter to effect than standardization of library school courses. As the objective point of each individual training class is the service of its own library, the needs of that library must determine its course of instruction. Not only does each separate training class differ from every other, but its own history would probably show many changes in the development of its course.

With the entry of our country into the war, two years ago, and the resulting conditions in the business world and in the government service, the training classes had not only to drop, for the time, all thought of standardization, but many of them had to throw over carefully built up courses and organize, on an entirely different basis, courses that would serve the immediate and pressing need.

The Brooklyn Public Library was one of these. Through various changes it had evolved a seven months' course of training which had for three years proved very satisfactory. Its classes averaged twenty in number and always had some students with college training or some other form of education higher than that of a high school. In the fall of 1917 the class number dropped to twelve; and in view of the great strain of the library's service and the increasing need for rapid replenishment of its diminishing force, it was decided materially to shorten the course, to graduate its students early, and to take on a new class in the spring.

Long before time for the spring class the situation had become so acute that the library decided to abandon entirely the course in *library training*, and to substitute for it a one month's *clerical* course, to which were added five months of probationary practice work in the branch libraries, the practice work being paid for. The announcement of this course brought a large and very satisfactory response; and the continued pressure on the staff made it necessary, two months later, to offer it again.

This same change to a clerical course was made in several other libraries; and

a comparison of the outlines of subjects they covered shows a close similarity. The course gave, in brief, a few lectures on library standards and business methods, some talks on the local library by heads of departments, a few lessons in filing, some problems on the use of the shelf list and the card catalog, and required the memorizing of the decimal classification and the book of rules for the staff, with some drill in routine work.

This course relieved the immediate situation; but it was a distinct menace for the future. It presupposed that its graduates would do only clerical work, and necessitated a sharp differentiation between the duties of the clerical workers and the library assistants. Moreover, if no means of promotion were provided, the clerical workers would soon leave the service for business positions with better pay; and that class of workers would have to be recruited so frequently that the energy of the training force of the library would be largely expended in that type of effort exhibited by a squirrel chasing its tail around the wheel of its cage.

In addition, if the clerical course were all the preparation given for entrance upon the library's service, that service would be slowly disorganized and disintegrated. In the organization of the staff the higher grades of service are administrative. These grades can be supplied from the library schools, from other libraries, or by promotions from the staff. The lowest grade requires only clerical efficiency, and can be well supplied by such a course of clerical training as we have been considering. But the intermediate grades, demanding professional knowledge and equipment, are the hardest to fill. As has been shown above, the type of work and the pay, in these grades, has little attraction today for the library school graduate. In very few instances would it attract assistants from other libraries. If therefore the library itself provides no means for feeding these intermediate grades from the grade below, an important link in the library's service is broken.

To remedy this defect and prevent its disastrous consequences one of two things could be done. The first method would provide for the promotion of the graduates from the clerical course, by organizing the library's service so as to offer successive grades of clerical work. Such opportunity for advancement would doubtless hold to the library many of the clerical workers; and thus do away with the expensive bookkeeping necessitated by many changes on a staff. In addition, a short entrance course in library training would have to be given, to prepare for the lower grades of the library's service such students as showed themselves capable of professional work. This method of handling the problem has, I believe, been tried by the Cleveland Public Library.

The other method would incorporate into the clerical course such elementary library training as would form a basis for professional work; and then build upon this a more advanced course, providing for promotion on the staff. This method is the one which the Brooklyn Public Library has tried to work out. It may interest you to know how we did it:

We first strengthened our entrance course, not by giving more time to it, but by changing the schedule. Instead of devoting the first month of the six to class instruction, we now give twenty-five days, scattered over five months—two days a week during the first month, and one day a week during the four months following. The sixth month is entirely given to practice work in the branch libraries.

This change of schedule enabled us to add several courses not possible under the former arrangement. With class recitations following each other every day, there was very little time for the student for preparation or reading, and almost no time for the instructor for revision. With the new plan we are able to give a course of over one hundred lectures, forty-two of which are devoted to classification, cataloging, and library economy (this last including most of the former clerical course), forty-seven to reference work, literature and bibliography; four to the history of books and libraries; and eleven to the study of the Brooklyn Public Library.

The literature courses are reading courses, and the students are provided

with lists of books from which they are required to read and report upon certain volumes during the course, and which they are advised to keep and use as suggestions for their reading after appointment on the staff.

The object of the course is not only to prepare the student for the clerical work of the first grade, but also to add to her knowledge of books, to foster and develop her love of reading, to arouse her interest in the library profession, and her desire to remain in it.

The course is given twice a year, the classes forming in October and in March. Upon it, as a foundation, was built an advanced course; and the two courses, taken together, will, we hope, give professional training comparable to that of a one-year library school course.

Library schools very generally group their courses under three heads: Technical, bibliographic, and administrative. This classification corresponds quite strikingly with the types of work required in the successive grades of the library's service, which demand proficiency (1) in technical matters, (2) in work with books and with the public, and (3) in administration.

Following a comparative and analytical study of the one-year courses, a course was mapped out which, in length and subjects covered, struck the average and, at the same time, tried to embody the best features of all. This course was then divided into two—an elementary and an advanced course.

Almost every subject taught in a library school has its elementary and its advanced phases. Every library school has to include both phases in its instruction. The Brooklyn Public Library includes both, but gives them in two sections instead of at the same time.

In the cataloging course, library hand, proper forms of cards, neatness of execution, accuracy in transcribing items, ability to follow a given code of rules in making the cards, are elementary phases of the subject.

In classification, the memorizing of the scheme, learning to relate subheads under different classes, use of the index, relation between the class number and the subject heading in the catalog, are elementary phases.

So, in reference work, are such matters as learning how to gather information from books, proper methods of investigating a subject and the study of a few of the most-used reference books. All such elementary phases of study can be assimilated by high school graduates.

The advanced phases of these subjects involve more knowledge and information on the part of the student, a comparative study of books and methods, the training of the judgment in making decisions, and the exercise of the power of initiative.

Making a distinction between these two phases, we included the elementary treatment of subjects in our entrance course, as described above. The advanced phases were then provided for in a course of about two hundred and forty lectures—one hundred being given to the technical subjects, one hundred to bibliographic, and forty to administrative and miscellaneous subjects.

The two courses, elementary and advanced, taken together, make a complete whole; for completion of which the library will give a certificate. The entrance course counts a certain number of credits toward the certificate; upon the satisfactory completion of each subject in the advanced course the student will be given a pass-card stating the number of credits assigned to that subject; and upon completion of all the subjects, the certificate will be granted.

The assistant must attend the lectures and do the work of the course in her own free time; but there is no charge for the instruction. On the staff of the Brooklyn Public Library there are many—heads of departments and branch librarians—who are regular lecturers before library schools. The supervisor of staff instruction, who is in charge of the course, has been officially connected with three library schools. It therefore goes without saying that the instruction will reach the professional standard.

An assistant will be able to complete the advanced course in from two to four years, dependent upon her physical strength and her own desire.

The course is open to all assistants in the Brooklyn Public Library.

Assistants in the second grade (or higher grades) are eligible without an entrance examination. Every assistant in the second grade is either a graduate of a library school or has passed a promotion examination covering the same educational equipment.

Assistants in the first grade who are college graduates are also eligible without examination. Other first grade assistants have to pass an entrance test covering one year of college work.

The course was offered for the first time in October, 1918.

For the past five years we have been giving a special training course for children's librarians. This is a nine months' course, open to college graduates or to

those who have had some college work and pass the entrance examination. Twenty hours a week are given to class work, and an equal number of hours to practice work in the branch libraries, this practice work being paid for at the rate of one-half the salary of the second grade, to which the graduates from the course are eligible.

The instruction in children's literature and methods of work with children is given by Miss Clara W. Hunt, superintendent of work with children; and for instruction in other subjects the students join the classes in the advanced course.

This special course is also open to assistants on the staff of the library who can meet the entrance requirements. Pass-cards are given for the various subjects as they are completed, and a certificate at the end.

Another feature of the plan is that the pass-card in any subject will be accepted in place of a promotion examination in that subject.

For promotion from the first to the second grade, or from the second to the third grade, two examinations are required; one technical, the other educational and bibliographical.

If an assistant has successfully covered either the technical or the bibliographic work in the advanced course, she will be excused from taking that part of the promotion examination.

This adds to the attractiveness of the plan for the assistants, as many of them dread an examination coming "out of a clear sky," as it were, much more than they do one following a definite course of study under an instructor.

As you see, the plan is intended primarily to benefit the Brooklyn Public Library; and we hope that it will do this in several ways:

1. It will give those entering the system an incentive to work for promotion right from the start. Too often, the new assistant, having finished her entrance course and gained appointment, feels that she has arrived, and settles back without realizing that she has really only begun her work. The opportunity offered in this plan will tend to correct this attitude. If she is really a librarian at heart and has normal strength, she will either (if she is eligible) enter the advanced course, or (not being eligible) take some cultural courses of study outside to prepare herself for entrance.

2. It prepares assistants for promotion steadily and systematically.

3. By its offer of instruction according to professional standards, it will tend to hold on the staff all those who are working for the certificate.

4. It offers to the assistant who wishes for more extended knowledge of a particular branch of library work an opportunity for further study.

5. Indirectly, the library's service cannot help but be freshened and strengthened, kept "toned up" as it were, by this steady application of many on its staff to the acquiring of professional knowledge and the study of library problems.

6. It may probably attract to the library some women who feel an interest in library work but who cannot afford to take the time and spend the money, even for a one-year course, at a library school, but who would be glad to take such a course if, at the same time, they could be earning money and covering their expenses. If this occurs, the advanced course will open another avenue of approach to the profession for those who otherwise would be excluded from it. If professional standards are maintained, the course will then benefit not only its own library but the profession at large, whose need of trained workers is so great.

A CLERICAL COURSE FOR LIBRARY ASSISTANTS

By Bertha R. Barden, *Supervisor Apprentice Class, Public Library, Cleveland, Ohio*

Present conditions in library service are forcing more clearly upon us the distinction between library work which is purely clerical and that which is really professional in character. Necessity has shown that much of the routine work of the loan desks particularly, can be done by assistants with limited education and with no professional training, provided they are taught to do this special work. In a large library this training can best be given in a class, where instruction can be systematic and uniform.

The object of this paper is to present the experience of the Cleveland Public Library in organizing the clerical course which has been given in addition to the regular apprentice course in the past two years.

Training in the apprentice classes in the Cleveland Public Library is given not as a preliminary to employment in the library,

but rather as a required part of the first year's work as an apprentice, and serves also as part of the compensation for the first year's service, since the course is taken on library time and no tuition is charged. In this library apprentices are paid at the rate of $50.00 to $65.00 per month, according to their previous preparation and experience. The appointment of apprentices to the regular library service with the rank of "library assistant" is conditioned upon the successful completion of the full apprentice course together with the year's work as an apprentice, and the passing of an examination in literature, history and general information, which may be taken before or after the apprentice course.

The course for clerical workers is an outgrowth of the regular apprentice class, brought about by various conditions, particularly the number of apprentices to be trained and the difference in their educational qualifications and ability.

In 1917, with the increased loss of assistants in the lower grades of service, came the necessity of filling their places with apprentices. As a result, in both 1917 and 1918 there were about forty-five apprentices to enter the apprentice class. The educational background of these students varied from less than a full high school course to a full college course. It was obvious also that some apprentices were best fitted for clerical positions and needed instruction especially related to the work they were doing, while they were not qualified to do passing work in the bibliographic courses. It was decided, therefore, to divide the class and give to those qualified only for clerical work a shorter course, including mainly technical subjects, which would give the information most immediately useful. The short course classes have been made up largely of students who have had no more and frequently less than a high school education. The examinations in literature, history, etc., are of course not required of apprentices in the clerical course.

This short apprentice course, as it has been given so far, consists of twenty-five lectures, given in fifteen half-day periods, or one morning a week for about three months. The schedule is so arranged that some lectures of a general nature, not requiring practice work, are given at one time to students in the full course and short course, thus saving the time of the lecturer. The technical subjects are given in two courses: one in loan work; the other, called for want of a better term catalog records, including the arrangement of books on the shelves, the meaning of call numbers and accession numbers, and the use of the catalog and shelf list. These courses cover the same ground as in the full apprentice course, so that students who pass the short course satisfactorily can be given credit for this part of the full course when they are ready to take it. In addition to this instruction in library records a few lectures on the work of the library in general are given, and one lecture on books and reading has been included for the purpose of stimulating a desire for more and better personal reading. Practice in library handwriting is required, and an examination on the work of the course is given.

The loan work course consists of eleven lectures, six devoted to the records of the loan desk and accompanied by class practice work, and five dealing with the broader phases of loan work, such as the spirit of the loan department, qualifications of assistants, and the reasons for rules and regulations. Since the majority of students taking the apprentice courses are assigned to positions requiring desk work, this course includes sufficient detail to give an understanding of all the records involved, which, supplemented by regular work wherever the apprentices are assigned, will enable them to develop more rapidly into efficient desk assistants.

The purpose of the catalog records course is to teach students to make intelligent use of the shelf arrangement and records of books. It consists of nine lectures with practice problems in using the catalog and shelf list and in alphabeting. No attempt is made to teach students to classify, catalog, or even to accession and shelf list books, since the comparatively few apprentices who are assigned to work in the catalog department as typists and shelf listers, learn

to do this special work under supervision. The apprentice class training serves as a general introduction to such record work.

The results of this clerical course thus far evident may be summarized as follows:

1. It has given a general knowledge of the library records, together with some information about the library as a whole, to a group of clerical assistants whose educational qualifications will hardly permit them to advance to the regular library service, but whose work is necessary to the library and should be recognized as a clerical grade of service. Such clerical positions are those of desk assistants at the main library and branches, typists in the catalog department, and certain assistants in the offices of the stations department, bindery department and the order department.

2. It is a test of the apprentice's usefulness to the library, since students who cannot pass this course have, as a rule, proved to be unfitted for even clerical positions. An exception to this are the foreign girls, who are valuable to the library because of their knowledge of a foreign language, but sometimes so handicapped by difficulty with English that it is necessary to take these technical courses a second time in order to pass them. In such cases the short course frequently serves as introductory to the full apprentice course, in which the technical courses are taken over again.

3. The short course, which usually begins in January, also serves as part of the full course in cases where apprentices come into the library after the beginning of the full course in October, thus enabling new apprentices to begin their training without waiting until the next year. In other cases, for different reasons, apprentices may be advised to begin with the short course and later on, after additional outside study and reading, complete the full course. Of the first class of eighteen, five have been taking the full course this year and three will complete it.

Whether the clerical course should be a longer and more comprehensive one is a question to be considered from the standpoint of both the student and the library. Would more subjects of study, which may not be related to the work which the apprentice is doing, be of value to her in her work? This problem is already apparent in the case of assistants in the catalog department to whom the loan work course is always more difficult and for whom special practice work at the loan desk has to be arranged. More attention might be given to training for speed and accuracy, but this should be in connection with the technical courses now included. On the side of the library, the number of apprentices who stay in the library only a short time after completing the course, raises the question as to whether the library would be justified in putting any more time and effort into the class. Out of the first class of eighteen, six have left. Students who are ambitious and promising are given the opportunity to take the longer course whenever they can be recommended for it.

A clerical course for assistants in a library might be called the junior high school grade of training for library work. Is there not a grade of library work for which such training is sufficient? If the clerical course is to be more than simply a preliminary to further training, a clerical grade of service must be developed, in which skill in record work shall be recognized by salaries which will hold clerical workers trained by the library in its own service, rather than preparing them for better positions in some business office.

THE TRAINING OF ASSISTANTS FOR LENDING DEPARTMENT WORK

By Josephine A. Rathbone, *Vice-Director, School of Library Science, Pratt Institute, Brooklyn, N. Y.*

When asked to speak on the circulation department from the point of view of the library school, I was more than glad to accede to the request, for though the school I represent has always emphasized and even exalted the work of the circulation department, I realized that I had never really investigated just what preparation the students themselves found they had gotten from the school. I knew that the fiction seminar was planned to meet the needs of the desk assistant and the course in book selection is also planned partly to increase her book knowl-

edge, while the curriculum includes charging systems, of course, as well as 105 hours of carefully planned work in the circulation department.

But I confess I was surprised on asking a graduate of 1916 who has done circulation department work in two libraries what parts of the course she had found most helpful in her work, to have her say emphatically, "All of it, with the possible exception of technical French and German—there is no part of the course I haven't used." Pinning her down to details, she said the fiction seminar had been of the greatest help, next to classification, which latter enabled her to put her hand on things quickly or to direct a borrower to the exact spot where chess or forestry or calculus would be found, which, she said, always gave the borrowers confidence in a new assistant. Cataloging enabled her to show people how to use the catalog or to help them discover in it what they could not find for themselves. The course in book selection she had found very useful, as I had hoped, and to my surprise she added reference work because when people asked reference questions in the circulation department, as they often do, they were so pleased to be told that the answer would be found in a specific book. Charging systems she put last.

Another graduate who had been a circulation department assistant before taking the course and who is now the head of a large circulation department told me that the thing that had helped her most in the course was the fact that she had done practical work in *all* the departments at Pratt—reference, art reference, cataloging, etc.—and hence came to understand the relations of the several departments of a library. She said that she could not only guide borrowers more surely, but that she no longer expected the impossible of the other departments; or in other words that she could correlate the circulation department with the rest of the library.

Pursuing the matter further, I asked the students in the present class who had come from and were returning to circulation department work what they felt they were taking back with them. All of them put the fiction seminar and reference lectures as first among the courses they were glad to have had and had felt the need of before. Current topics was specified more than once, also bibliography, publishers, and library visits, both the spring trips and the weekly visits.

So I begin to think that my first informant was right and that practically the whole course is a preparation for circulation department work and that conversely you cannot adequately train for circulation department work with less than a full library school course. This for many libraries may be at present a counsel of perfection, but I am sure all heads of circulation departments will agree with me.

Classroom instruction, however, is not by itself adequate preparation for satisfactory work in the circulation department. A student may do good work in the classroom, may classify intelligently, may make reports in fiction seminar that show fine literary appreciation and wide reading, may speak with the tongues of men and of angels, and yet may be a failure on the firing line. The circulation assistant needs, as you all know better than I, to have accuracy, dispatch and resourcefulness, and a pleasant way with her, but she must also be able to work under pressure, to keep her head and her temper under trying situations and in emergencies. She needs, in short, qualities that neither entrance or term examinations nor recitations in class can disclose either the presence or the absence of, and having these qualities (discoverable only by actual test) she needs more than a theoretical knowledge of the work before she can be an acceptable member of a staff.

These two desiderata—the testing out of the student and training her to the ready use of her knowledge and faculties

—can only be arrived at through carefully supervised work done under working conditions, and, as has been suggested before, she needs work not only in a circulation department but in other departments of a library before she is qualified for a position of responsibility in a circulation department.

LABOR SAVING IN THE LENDING DEPARTMENT

By Jessie Sargent McNiece, *Chief, Circulation Department, Public Library, St. Louis, Mo.*

Let us begin by differentiating sharply between legitimate short cuts and labor saving at the expense of our readers. Any practice—however convenient or efficient it may seem from the librarian's point of view—which tends to lessen the privileges or rights of the borrower, is reactionary and will in time work to the disadvantage of the library.

The St. Louis Public Library, with this distinction in mind, considered and investigated several plans for lessening or entirely abolishing certain features of circulation work, and for the present decided adversely in every instance. This being the case, there arose the question of how to meet tremendously increased work, our circulation being greater in March, 1919, than ever before in the history of the department, with a permanently weakened and constantly changing staff. The only practical answer seemed to be contained in the slogan of the efficiency expert, "install a system."

The first consideration was one of motion study. Ours is partially a closed shelf department, requests being presented at a long desk in the main hall and the books brought by the assistants from book stacks. A buzzer has been installed at this desk connected with the workroom in the rear and a code of signals established. An effort was made to keep all material which could possibly be requested within reach of the desk assistant. The Harvard classics, beloved of all seekers after culture of the canned variety, found a lodging on one end of this desk, and have never been allowed to stray from it, so great was the pleasure of the public and the relief of the assistant at having the entire set on tap, so to speak, the only difficulty being raised by a few captious students who insist on reading the volumes in order.

Like every other library, our desk has been covered with posters urging all who approach it to "buy thrift stamps" or "make a scrapbook" and the backs of these posters have been utilized as bulletin boards, notes and instructions for the desk assistants being pasted on them.

In the workroom behind the desk, the telephone was moved from its table to the desk on which the trays of circulation stand, so that a telephone renewal might be looked up under the proper date, and indicated on the book card by the assistant slipping books without change of position. The arrangement of our circulation has always seemed to be a time-saver over the more complicated systems in use in some libraries. The book cards are filed under date in but two alphabets, for fourteen and seven-day books, arranged by author and accession numbers.

We are blessed (or cursed, according to the point of view) with a large music roll collection. Six rolls are issued on a card and the problem of handling them was serious since each roll must be charged as a separate book. Eventually they were treated as ephemera, without book cards and a record kept under the borrower's card number, of the number of rolls charged to him. These borrowers' cards are filed by date. The bottom of the box is used for a dating slip and the reader's card stamped in the usual manner with "6 m. r." penciled opposite the date.

All special catalogs and indices have been distributed through the stacks and shelved with the material which they index.

Books for special days are collected as soon as the call begins, equipped with seven-day labels, and issued without renewal, so that repeated and fruitless combing the shelves for this material is eliminated.

I have been asked to describe our plan of parcel post delivery. It is used principally in connection with the reserve system. The reader requesting the reservation of a book is given a perforated form on the upper half of which he writes the book desired, and at the bottom his name and address, at the same time paying five cents for the postage. The slip with his name is filed with the money in the delivery stations department which has charge of all mailing and the upper slip is turned over to the reserve assistant. When the book is located, book and slip are given to the assistant in charge of parcel post, and mailed at once. Borrowers desiring regularly to receive their books through the mail deposit any sum, usually fifty cents or a dollar. This is credited to their account and when the money is exhausted a note is sent them to that effect.

Four daily newspapers in St. Louis publish weekly annotated lists of new or interesting books in the library, prepared by members of the staff, all regular assistants in turn being drafted. At the head of these lists appears the caption: "Any of these books will be sent by parcel post to card holders on receipt of postage, in order of application." In general the parcel post privilege is used far less than would be expected when one considers that the deposit required, five cents, is actually less than one carfare. And yet the amount charged for a reserve postal is gladly paid. The reserve system indeed is constantly growing. Eight hundred reserves for books were left during the month of February. Undoubtedly in time our patrons will realize the advantages of having these books delivered to their door instead of being obliged to call for them within two days after notification, and we shall then have greatly augmented use of the parcel post delivery.

The final step was the more intensive organization of the staff. With one entirely untrained assistant and several others to whom circulation work was new, it was necessary to have very minute schedules, and since all worked under high pressure, their time was divided into short periods, no one working more than an hour and a half at a given task and sedentary work always alternating with "running," which is the technical name we give to bringing books to the readers from the book stack or open shelves. For several years the library staff have served afternoon tea, the tea hour being from 3:45 to 4:30 and each department being responsible for its service at least one day on alternate weeks. Emphatically this institution has added twenty per cent to our afternoon efficiency; it is not too much to say that it unquestionably saved four times the number of hours lost from illness that its actual serving entailed.

I realize quite well how rudimentary and unbalanced most of these attempts at system must seem, but they have helped solve our problem, and I feel sure that in efficiency, not used in the hackneyed sense in which it has been employed ad nauseam, but rightfully considered as "the relation of what is to what ought to be" —lies the true road to short cuts in our lending departments.

ARRANGEMENT AND BINDING OF BRITISH BLUE BOOKS

By William Teal, *Superintendent of Delivery, The John Crerar Library, Chicago*

In presenting this paper I realize that there are perhaps not very many libraries subscribing for the British Parliamentary Papers, but from the inquiries that we have received concerning them I judge the number is increasing and I am informed that trouble is met in keeping these papers arranged so that they may be of use before being bound. Therefore I have been asked to prepare this paper with the hope that by explaining the arrangement at the John Crerar Library aid may be extended in solving these difficulties.

To those who are not familiar with the British Blue Books, as the Parliamentary Papers are commonly known, let me explain that they are in two series, namely: Sessional Papers of the House of Lords and Sessional Papers of the House of Commons. The former are composed of the House of Lords Papers and Bills and Papers by Command. The latter consist of House of Commons Reports and Papers, House of Commons Bills and Papers by Command. The Papers by Command are listed in each series as they are presented to both Houses of Parliament by command of His Majesty. Each division of each series has a distinct method of numbering, as for instance the House of Lords Papers and Bills have their numbers enclosed in parentheses, the House of Commons Bills have the word "Bill" preceding the number, the House of Commons Reports and Papers have the number only, and the Papers by Command have "Cd" preceding the number and the whole enclosed in brackets. Since this paper was written some of the 1919 Sessional Papers arrived and I notice they have changed the "Cd" to "Cmd." The Papers by Command are numbered continuously through several sessions until they reach five figures, or the sovereign changes, when they begin to renumber from one. The other divisions renumber for each session. Having learned this method of numbering one can tell at a glance when seeing a paper to which series and division it belongs.

A check list is published monthly and quarterly. Each quarterly list cumulates from the beginning of the year so that the last quarterly list is the check list for the year.

These are shelved at the delivery desk in the reading room. As soon as the papers are received they are arranged in order according to the series and division for checking. In going over them I watch for reports of committees and royal commissions, or bills which I think may be called for, and turn them over to the reference librarians that they may make note of them. Just at present we are making note of all the reports from the Ministry of Reconstruction. The Fisher Educational Bill is very much in demand at present writing. These reports and bills are kept near the delivery desk so that they are easily accessible when wanted.

After the papers are checked they are taken to the shelves and placed in boxes which are specially made for them. These boxes are made of light wood and are 34¾ inches long, 9½ inches wide and 13½ inches high with two partitions inside. You will readily see from these dimensions that a box will just fill a shelf and accommodate the quarto size papers. The front side of the box is hinged at the bottom with a flap on the top of the box to keep it in place when the box is closed. In shelving the papers in the boxes they are arranged in numerical order exactly as they appear in the check list, with space left for those papers reserved at the delivery desk. The boxes are then labeled with the first and last number of the series and division.

The papers cannot be bound until the title pages, tables of content, and the in-

dexes have arrived, which is generally about a year and a half after the close of the session. The volumes are then made up and sent to the bindery. The index forms the last volume of each series.

As was stated in the beginning, the Papers by Command are printed in each series, but, as we subscribe for only one set, they are bound in the House of Lords series. If not called for by the House of Lords Index, the paper is inserted in its place in the House of Commons series. There are not more than three or four Papers by Command that are not bound in the House of Lords series. In the table of contents of those volumes of the House of Commons series from which the Papers by Command are missing a written reference in red ink is made to those volumes of the House of Lords series that contain the missing papers. A printed pink slip is also inserted in front of each table of contents in which such reference is made, explaining the reference. Because of these missing Papers by Command and in order to make volumes of sufficient size it is frequently necessary to run several volumes of the House of Commons series into one. When all the papers of a volume are missing the table of contents is bound with the preceding volume. In two or three of the volumes an octavo is bound with the quarto, but in general the octavo volumes are separated from the quarto.

After the books are returned from the bindery they are turned over to the card department to be sent to the classifiers for Library of Congress analyticals. They are then shelved and when the cards are filed in the public catalog the Blue Books are in demand.

The Catalog of Parliamentary Papers, 1801-1900, and its Supplement, 1901-1910, published by King & Son, is of great assistance in locating material in the Blue Books. It would be a great help, though, if the number of the paper and the year were given in this catalog instead of the year only. Each item is numbered and placed in brackets which at first glance makes one think it is a Paper of Command.

Before drawing this to a close let me call to your attention that often a paper is called a Blue Book when it does not belong to the Parliamentary Papers but to the official publications which are issued by the official branches of the government such as the Home Office, the Admiralty and the Board of Trade. A monthly and quarterly check list of these is issued, similar to the Parliamentary Papers. Sometimes an official publication is made a Parliamentary Paper and in such cases the number of the paper is given in the check list.

BIBLIOGRAPHICAL OPPORTUNITIES IN HORTICULTURE *

By Marjorie F. Warner, *Bureau of Plant Industry, U. S. Department of Agriculture, Washington, D. C.*

Horticultural bibliography has two important phases: (a) Study of works concerning the cultivation of fruits, flowers, and vegetables, and of plants in relation to landscape, constituting what we call horticultural literature; and (b) collection of data on the history or origins of the plants and processes of horticulture, whether in works of the preceding group, or gleaned from the most diverse sources—travel, biography, general history, manuscripts, old newspapers, and what not—a form of research no less vital than the other, though less frequently undertaken by librarians, and requiring, moreover, selective and critical faculties of a very high order.

Bibliographical work in connection with horticulture has been greatly neglected. The most comprehensive bibliography of the literature is the third section of Séguier's "Bibliotheca botanica" (Lugduni Batavorum, 1740); not that this contains the largest number of titles, as there are

*Abridgment of paper.

others more extensive, but for his time, Séguier appears to cover most thoroughly all the literature of cultivated plants and plant culture, including not only gardening, but field crops and arboriculture. I believe there has been no attempt in modern times to cover the entire field of horticulture, though there are selected lists and partial bibliographies—by country, as Mariboe ("Fortegnelse over Dansk Havebrugslitteratur fra 1546-1908." København, 1909) on the Danish; Johnson ("History of English gardening." London, 1829), and Cecil ("History of gardening in England." London, 1895), on the English; Bailey (list of American horticultural books in "Standard cyclopedia of horticulture," v. 3: pp. 1523-1562. New York, 1915) on the American; Dochnahl ("Bibliotheca hortensis." Nürnberg, 1861) on the German (including Austrian) literature;—by subjects, as landscape gardening, pomology, floriculture, etc.; but no single authority on the literature as a whole, nor anything whatever on some portions of it, although some others have been very competently treated.

Recent bibliographical work in this field has generally taken the form of researches into the history of cultivated plants, save in France and England, where it has also included critical study of books and authors, as well as the treatment of interesting and obscure phases of gardening history. In this country almost nothing has been done with horticultural literature, in the limited sense, prior to 1915, when L. H. Bailey's List of American horticultural books appeared in the "Standard cyclopedia of horticulture," a big and useful undertaking, which will inevitably furnish the basis for the more critical bibliography, which it is to be hoped we may have in the near future.

Check List of American Horticultural Books—One of the most obvious opportunities, therefore, consists in bringing this list down to date, and amplifying it as to earlier titles and editions. As Professor Bailey himself is not making a supplement, this task is open to any library or librarian who will be responsible for it, and make the information accessible to others. It would be a comparatively simple matter to turn the list into card form, which would make it possible to incorporate additions to date in one alphabet, and would also give opportunity for inclusion of critical notes and supplementary information which would be invaluable in the compilation of a more extended bibliography. Happily for us, American horticultural literature is sufficiently distinct, both as to period and as to materials and conditions of cultivation in this country, to enable us to treat it independently. With American publications eliminated, the remaining literature of horticulture seems to fall naturally into two groups: Modern European literature from the beginning of the nineteenth century; and earlier works coming down to the end of the eighteenth. We need hardly concern ourselves with these groups, however, as European horticultural literature, especially that of the last half century, is too voluminous to be satisfactorily handled save in European libraries, nor does it appear that we can do a great deal with the very old books, as we have too few for purposes of comparison.

Indexes—Indexes afford a wonderful chance for the bibliographer. Few American horticultural periodicals possess even tolerable annual indexes; at the present time I recall only one, now extinct, which has a really excellent one, i. e., *Garden and Forest*, and European journals are no better. Even the *Gardeners' Chronicle*, preeminent in many respects, is most ineffectively indexed, the total absence of authors' names being a serious defect when it comes to locating faulty or incomplete references, while the method of entering under subject varies from time to time, and is never adequate to all requirements. *Gartenflora*, which at times has had fairly good annual and even decennial indexes, varies so much from one volume to another that one cannot tell how to look for book reviews, personal notices, etc. Several valuable journals have indexes which are merely lists of titles, slightly altered to bring them under leading words, and examples of inadequate indexing might be multiplied

indefinitely. Of course, the great bulk of some of the series would make the cost of publishing a comprehensive index almost prohibitive, but if it were known that there was an adequate index in card form for some of these sets, there would be many inquiries for the information it might contain on various aspects of horticultural and botanical work. Whosoever would deserve well of posterity could hardly do better than compile a thorough index to the *Gardeners' Chronicle*, or the *Journal* of the French National Horticultural Society, or our own *Horticulturist* or *American Gardening*. Then, too, many of the publications of our state and local societies and boards of horticulture would be rendered more valuable by thorough indexes, especially for the earlier issues.

Rarities in Periodicals—One of the most difficult as well as one of the most fascinating opportunities is the collection of data on early American journals and societies. There are several horticultural journals, mostly very fragmentary it is true, which so far as I can discover have not been noted in any bibliography, and in some cases a single issue may be located in one library and another in a distant collection, so that no one knows exactly what or how much has ever been published. There have also been many reports and transactions of local societies, of which there is not the slightest record. So elusive is this kind of material that it is not safe to pass by a stray issue of any American report or journal, unless one absolutely knows it to be common. An interesting example of this kind is the *Magazine of Gardening and Botany*, of which vol. 1, no. 1, January, 1834, was published in Baltimore under the editorship of H. F. Dickehut. I have seen only this one issue and have never seen any allusion to either the journal or its editor. Again, I lately noted in a bibliography of Dr. C. C. Parry, a paper published in the *Utah Pomologist* for May, 1874, a periodical not included in L. H. Bailey's list of journals, though found in Bolton's "Catalogue of scientific and technical periodicals" (Washington, 1897).

Societies Without Transactions—Here too we may mention the horticultural societies which appear to have published few or no reports, but are chiefly immortalized by printed addresses at annual meetings and fairs, etc., while their actual transactions, if any, were in all probability printed in local newspapers. Such was the case with the important society flourishing in New York from about 1824; the Pennsylvania and Maryland state societies started about 1830, and the New Haven county society in the forties, and even the Massachusetts Horticultural Society during the first decade or so after its establishment in 1829. Hence the record of what these various organizations did to stimulate the science and practice of horticulture in this country is chiefly to be sought in general agricultural journals or in local newspapers. Sometimes valuable information is found in very remote sources, as for instance, a letter by Robert Schomburgk on the horticultural societies of Philadelphia and New York, in the transactions of the Berlin gardening society in 1830. It would be useful to have even a bare list of the names of very local societies, like the Aiken (S. C.) fruit-growing society, which existed in 1859, on evidence of an address of that date by H. W. Ravenel; or the Scott county (Iowa) horticultural society, before which Dr. Parry gave a paper (noted in the bibliography above mentioned), which was printed in the *Western Weekly* of Davenport, February 21, 1874; while the history of some of these societies is likely to be as interesting as it is obscure.

Literature of the Seed and Nursery Trade—Apropos of rare and fugitive material, let me adjure you never to throw away trade catalogs of seed and nursery firms without consulting the Massachusetts Horticultural Society or the Library of the Department of Agriculture, both of which have in recent years been slowly and painfully collecting just such material as is constantly being destroyed, though perhaps not so recklessly at present as in

times past. Such catalogs may be of service under various circumstances, as (a) determining identity of new plants which have been exploited by the trade before receiving botanical recognition; (b) careless use of trade names, which makes it doubtful whether a plant sold and widely known under a given name is actually the botanical species entitled to that name; (c) interest in the date and place of notable advances in plant breeding, production of important hybrids, etc.; (d) origin and history of plants introduced into cultivation from a wild state or from other countries. The uncertainty surrounding the origin or introduction of some of our well-known cultivated plants is surprising, and there is always a chance that some item of information may have appeared in a trade catalog, long before it was taken up by the more enduring literature of the horticultural manuals, or even mentioned in periodicals.

Inasmuch, therefore, as the earliest notice of plants brought into cultivation often occurs in trade lists, and as the latter have in many cases utterly disappeared, it is particularly important that we, in indexing periodicals, should not fail to record plant novelties quoted from such catalogs, as well as the names of firms whose catalogs are mentioned; for instance the lists in *Allgemeine Gartenzeitung* of plants offered for sale by Deegen of Koestritz or Friedrich Adolph Haage, Jr., of Erfurt. The introduction of a given variety can often be traced to a certain firm, but there is sometimes great difficulty in discovering the exact date when it was first produced or distributed.

Biographical and Bibliographical Data—One of the facts strongly emphasized in my experience is the difficulty of obtaining biographical and bibliographical data in connection with special subjects like horticulture. In case of persons thoroughly identified with the literature, one may expect to find all the essential data in horticultural reference books; but if, as frequently occurs, important contributions to horticultural knowledge are made by physicians, members of the clergy or monastic orders, business men, or even legislators, it is necessary to call to our aid biographical or historical works dealing with the profession, the sect or occupation of the author. A case in point is that of Edward Sprague Rand, Jr., who wrote many floricultural treatises from about 1863 to 1884, when he lost his life in a steamboat disaster, although L. C. printed cards give the date of his death as 1897. The information given in horticultural journals is meager, but mentions Rand as a Boston lawyer, so one would probably be more likely to discover a good account of him in the records of the legal profession than those of gardening. On the other hand, general reference books of apparently remote interest often yield information on persons who are otherwise very elusive. Of course, one would naturally make use of local history, genealogies, and collected and individual biography, while there is a vast amount of material on the lives and work of authors, plant breeders and collectors, etc., in horticultural journals and reports, which should either be brought together in the course of regular indexing, or which might be made the object of special work in this direction—the data thus collected would be indispensable to the editor of a critical bibliography of horticulture, and a card index of such material would probably be frequently called upon to furnish information to investigators and authors in horticultural subjects. A very natural and desirable outcome of the quest for such data would moreover be the publication of biographical sketches of older, often almost unknown authors and horticulturists, after the fashion of the excellent biographies which have been published in *Le Jardin*, *Gardeners' Chronicle*, and *Garden*.

Historical Research—For historical research in the field of horticulture, actual treatises on the history of agriculture and gardening or of cultivated plants form but a small proportion of our sources. The trade literature has already been mentioned, and there is, of course, much to be

found in gardening and agricultural journals, but for the study of early American horticulture, one of the chief sources of information is found in newspaper files. Though difficult and tedious in the extreme, the search of local papers is sometimes rewarded by notes on experiments with crops, new and marvelous fruits and vegetables of local production, personal data, advertisements of seeds and "garden sass," which are not to be found elsewhere. The examination of manuscripts is still more difficult, but journals, letters, account books, and even legal documents may yield significant bits of gardening history, as exchange of seeds and plants (of great importance from the point of view of plant introduction and distribution), notes on climate in relation to vegetation, data on prices of seeds, tools and garden produce, or wages of garden labor, etc. Local history and natural history are also to be considered, as well as description and travel, biographies and published diaries and letters, to say nothing of the transactions of learned societies, which in early times covered a wide range of economic and practical topics, as those of the American Philosophical Society and Royal Society of London.

For early European work in plant introduction, besides the agricultural books, we turn to such travels in the Levant as Busbecq's "Epistolicae Turcicae" (Parisiis, 1589), or Belon's "Observations de plusieurs singularitéz et choses mémorables trouvées en Grèce, Asie, Indée, Egypte, Arabie," etc. (Anvers, 1555), or to the letters of Peiresc ("Lettres de Peiresc, publiées par Ph. Tamesey de Larroque." Paris, 1886-98. 7 v.), the friend of Clusius and other naturalists of his day, who was zealous in the introduction of new plants at his estates in Provence.

Critical Work on Old Books—Unhappily the really old gardening books, especially English ones, seem to be in such demand from collectors that our agricultural libraries, with their modest funds, are not likely to compass many of them. A census of sixteenth and seventeenth century books in the United States might reveal many choice volumes in private hands, while showing regrettable deficiencies in this line in our library collections. Many of these works, moreover, printed in times when labor was relatively cheaper than paper and ink, were issued in such small editions as to be today practically nonexistent. If there was any demand for a work, this naturally led to frequent reprints, and together with the common practice of anonymity, helps to explain the extensive production of plagiaries. It thus occurs that we rarely find two copies precisely alike of certain books, while on the other hand, similar or practically identical contents often masquerade under several different authors or titles. All these factors render it difficult, when we get references to some of these works, and even in handling the volumes themselves, to identify the author or original source of the work. If we could have access to all other publications on the subject for about the same period, the difficulty might sometimes be solved by comparison, but in the absence of the books themselves, we are glad of any clue to aid in identifying our titles and establishing their relationship to others. There is an article by R. P. Brotherston in the *Gardeners' Chronicle* (The carnation in French literature. Gard. Chron. III. 39: 97. F.17, 1906) giving an account of a very rare book: "Le Jardinage des oeillets," par L. B. (Paris, 1647) which I have been unable to locate in this country, but from this description it is evident that the "Traité des oeillets" in Pierre Morin's "Remarques nécessaires pour la culture des fleurs."... Nouvelle éd. (Lyon, 1686) is derived from the same source, if indeed not entirely taken from the earlier work. This is but a single instance of the utility of studies of this kind, although I am likewise deeply indebted to many similar ones which have been published in England and France, primarily from the literary or bibliographical standpoint, rather than from that of the scientific or practical horticulturist. This is not to say that practical and scientific knowledge do

not play an important part in such work, but merely to suggest the possibilities open to the bibliographer in the study of gardening books as books. And while we in this country have comparatively few of these critical old books to deal with, it is hardly an exaggeration to say that the majority of those we have present more or less serious difficulties. When the latter have been successfully cleared up, it is all the more important, therefore, that the results should not be lost; in case cards are to be printed, rather full explanatory notes may sometimes be given, but in many other cases the publication of a more extended bibliographical note is clearly advisable.

Editing—One field of activity, although not strictly bibliographical, which calls for a considerable degree of bibliographical insight and experience, is the editing, indexing and translating of the agricultural classics, which are essential to a knowledge of the history of plants under cultivation. The early Latin and Greek authors have been many times edited, and there are English versions of the "Geoponika" and "Scriptores rei rusticae," but there are many important writers down into the eighteenth century who are little known, partly because of their rarity and partly because they have not been exploited. Colerus ("Oeconomia ruralis et domestica." Wittembergae, 1597) and Hohberg ("Georgica curiosa." Nürnberg, 1687) are indeed rare; Herrera ("Obra de agricultura." Alcala de Henares, 1513) has not been translated save into Italian, although there are numerous editions, including a comparatively modern one ("Agricultura general." Madrid, 1818-19. 3 v.) in Spanish; and even the work of Crescenzi ("Opus ruralium commodorum." Augsburg, 1471. [Modern ed.] "Trattato della agricoltura. Ridotto a migliore lezione da Bartolomeo Sorio." Verona, 1851. 3 v.), which was richly represented among incunabula, and between 1500 and 1851 had possibly two score editions in Latin, French, Italian, and German, is comparatively little known. Even if all the wisdom of these early writers had been condensed into the modern treatises, the individual flavor of their work cannot be thus transmitted, and without this our conception of the literature of agriculture and gardening is apt to be dry and dull. The rarity of these books is a strong argument for bringing them to wider notice, and while modern editions or complete English translations are in most cases impracticable, it would be inspiring if summaries of the portions on plants and cultivation could be published, with well-chosen and carefully translated extracts—a task which should appeal to some of you in whom a taste for languages is joined to the love of books.

In this connection we should also note the value and interest of material relating to gardening which may be excerpted from old books other than agricultural, and commonly supposed to have no bearing on the subject. An example of this kind recently appeared in the *Gardeners' Chronicle*, being a translation with explanatory notes, by F. M. Graves ("On the walled garden." *Gard. Chron.* III. 65: 105-106. Mr. 8, 1919) from "Le Menagier de Paris," a late fourteenth century manuscript published by the Société des Bibliophiles in 1846. This suggests what might be done for American horticultural history by the publication in accessible journals of material on gardening to be found in books on American history and description of the colonial period, or to be gleaned from manuscript sources, etc. While the works from which coherent garden documents could be extracted are not very numerous, there are many fragmentary items suitable for interesting and useful notes on the horticulture of particular periods or localities, or special aspects of cultivation. The historical section of Miss Tabor's "Old-fashioned gardening" (New York, 1913) is a good illustration of the richness and interest of the data on American gardening which may be painstakingly collected from miscellaneous sources.

Conclusion—It is perhaps superfluous to suggest the two factors indispensable to such undertakings as I have outlined—(a)

the library worker with a passionate zeal for research and great persistence in the prosecution of aims which lie somewhat outside the range of everyday routine; and (b) the library sufficiently catholic and far-sighted to realize the advantages of bibliographical thoroughness and specialization. One cannot lightly recommend to already overburdened librarians tasks which involve considerable time, nor is it practicable for the average library to grant its assistants unlimited leisure for research which may seem unproductive so far as the library itself is concerned. But I would call attention to the fact that in this country most of the bibliographical work in the field of horticulture is not being done by those specially trained for that kind of work, but by the scientists. Are we essentially incompetent to handle it, or is it not rather through sheer inadvertence that we have overlooked the opportunity? Do not misunderstand me if I say in this connection that there is danger of dwelling too much on coöperation and too little on specialization; the former too often aims only at visible and tangible results, and necessarily fails to take into account individual adaptations for peculiar lines of work. Let us therefore encourage the spirit of personal research along bibliographical lines, endeavoring to direct it into channels of ultimate usefulness, and by coördinating the work of individuals, make it as generally available as possible. It should be evident that a large fund of special personal qualifications in various departments of science and literature is a rich asset in any library, while as for individual rewards, I am convinced that the literature of agriculture and horticulture offers to librarians and bibliographers opportunities for monuments of scholarship no less dignified, even if less conspicuous, than some of those which have already been established by fellow librarians in general literature and history or in other sciences.

LIBRARIES AND READING AS AN AID TO MORALE

By Edward L. Munson, *Colonel, General Staff, United States Army, Chief, Morale Branch*

Libraries and reading as an aid to the morale of troops have a value which the Morale Branch, on its organization, promptly recognized and set about to use as fully, systematically and efficiently as possible. Possessed, as it is, of intimate and accurate knowledge of the desires and needs of the soldier, it at once saw the desirability of establishing as close a relation as practicable with the American Library Association, to the end that the latter might have all available information whereby it could function to full efficiency.

The Morale Branch believes that a proper library is far more than a mere collection of books. If suitably handled,

it is a powerful agency for the promotion and maintenance of good morale. For morale is a state of mind which has its expression in behavior, and anything which contributes to wholesome mental state is reflected in conduct.

The Morale Branch is essentially an agency of conservation and economy, for it capitalizes and turns to practical military account and purpose the desirable states of mind which are created practically as a "by-product" in the pursuit of aims in which morale does not directly appear but which are, to greater or less degree, likewise sources of contentment, interest, discipline, and high ideals. It has endeavored to turn the great contribution which the American Library Association has made in these respects to the service into terms of increased good order and military efficiency.

It has recognized the use of books by soldiers, not only as a valuable means of recreation and an essential agent in education and instruction, but as a ready channel for the conveyance of suggestion and thought for the betterment of character and behavior. The importance of this has more and more been recognized, for war is a clash of wills even more than one of arms. An act results only from sentiment, ideals and purpose. The Morale Branch has been interested accordingly, not only that libraries be available and be fully used, but that the selection of their literature be so judiciously made as to meet general and special needs and upbuild morale and stabilize behavior by engendering wholesome states of mind.

The Morale Branch recognized the fact that literature arouses certain mental imagery which incites to action. Standards and ideals are presented which are more or less unconsciously adopted by the reader and serve as guides for later conduct. By suggestion, literature arouses the factor and instinct of imitation. It was therefore interested in having these standards high. Coöperation between the American Library Association and the Division of Military Intelligence insured that the literature of the former would, in all cases, make for high ideals and beneficent results.

Contrary to the general idea, there is little idle time in the Army, as the millions of soldiers throughout the country will testify. The eight-hour day of the workingman finds no counterpart in any time limit in the service, for anything which has to be accomplished is done without regard to hours. But though the soldier's day is long, his work is systematized and accordingly there are brief intervals which may be snatched between exercises and duties; and, in common with other citizens, he has certain periods for rest, relaxation, and recreation, which he can call his own.

Men whose duties require much physical exercise tend to take their amusements and recreation quietly, and many after the work of the day have found pleasant and beneficial mental activity in the restful quiet of your libraries. At such times, the Morale Branch felt that they were in good hands and for the time being need receive no concern relative to thoughts or acts of indiscipline or disorder. Moreover, it felt that the lasting ideals conveyed by your books would help to relieve any apprehension for conduct in the future.

Many soldiers also were at times restricted by duties from participating in other forms of amusement. The man on guard or on special duty in barracks could not visit his friends, go to the show, or participate in the athletic contest. In such cases books were of particular value, for they were always available, could be picked up and read in the intervals of duty, serving to pass away time, otherwise idle, with profit as well as pleasure.

This also particularly applied to the sick in hospitals, whose infirmities largely curtailed participation in other pleasures, and whose surroundings were such that few other measures for promoting morale could be directly applied. The value of good books in meeting this particular situation can scarcely be over-estimated.

The printed word was accordingly es-

pecially available as a morale agency at times when other stimulants to morale had their functions in abeyance. It was a powerful agency, for there is such a popular respect for the printed word as to render the mind especially receptive to the ideas it conveys. To a certain class, seeing a thing in print is a guarantee of correctness, as an advertising expert will tell you. The old words, "it is written," are the finality in law and religion.

All this reading promoted contentment and bettered conduct through suggestion and environment. It opened up a new vista of opportunity to many, thereby bringing into play, as a constructive force for military efficiency, the factor of self-interest, which is one of the mainsprings of individual endeavor. It also at the same time stimulated and satisfied the natural instinct of curiosity, which is at the basis of all human progress.

The American Library Association was most generous to the Army in its provision of books of all sorts. In the six million books it supplied there was something for every man and every mood. The latter changed. While the war lasted, books relating to military methods and purposes were particularly called for; after the armistice, books on agriculture, trades, accounting, shorthand, business methods, philosophy, etc., became the popular ones.

The American Library Association, on suggestion of the Morale Branch, at this time added a suitable series of good books on civics, citizenship and the principles of good government, with the idea that if the soldier returning to civil life no longer need to die for his country, he should know how best to live for it. The use of these books was popularized in every possible way, and doubtless has had great stabilizing effect in these times of world unrest.

The Morale Branch was early faced with the problem of illiteracy, which existed on a scale previously unsuspected. The psychologists found that one soldier in every four could not take English literacy tests of an equivalent to the second grade, either because of lack of education itself or through unfamiliarity with the English language. The channel for the creation of American and soldierly ideals through the printed word was thus closed to one-quarter of the Army.

Further investigations showed that the education of another twenty-five per cent was too limited to enable them to read high class literature with full understanding and profit. This was a most regrettable condition of affairs, for it was particularly the ignorant, illiterate and those of alien ideas who formed the weakest link in the morale chain and who most stood in need of the high purposes and ideals so well conveyed by literature.

The difficulty was at once reported to the American Library Association, and a vast amount of primers, readers, elementary textbooks, and simple literature was furnished by it to meet the needs of the schools and classes which were promptly started and promoted. Many men were given higher purposes and sounder ideas of American citizenship as a result of this most valuable and timely aid.

Libraries in civil life had largely catered to the educated and student class. Their assistance had to be sought out. But the Morale Branch felt that restriction of library function in the Army to one of dignified helpfulness would curtail its usefulness by at least a half as a result of the social, racial and literacy composition of the troops. Since the average soldier could not be expected to seek out the books voluntarily, the books must be brought to him —or at least their availability and value brought to his attention. Accordingly, with the full coöperation of the American Library Association and the effective morale organization in camps, a systematized campaign of library publicity was inaugurated. This included special posters, signboards, slides at moving picture shows, articles in camp papers, announcements of new books, systematic addresses to organizations by effective speakers, appeals to officers, publication of special lists of books especially suitable for reading by of-

ficers and enlisted men, lists of books supplementing special courses of study, etc. The use of book wagons was promoted, more branch libraries were established, book carts wheeled through the hospital wards, and nothing left undone which could bring about physical contact between the literature and the soldier and arouse the latter's interest therein.

As a result, there was a most satisfactory increase in the use of books, especially those of practical and industrial information and value. Some camps reported that even though their strength had greatly dwindled under demobilization the actual number of books loaned had greatly increased. On a percentage basis, it is quite possible that the advertising campaign made nearly two books blossom into use where only one had bloomed before.

This practical experience on a great scale in the Army may have in it the germ of a suggestion for the greater popularization and utilization of libraries in civil life. It would seem as if, especially at the present time, libraries rest under the patriotic obligation of using every possible measure to extend their facilities and good offices to that class of citizenry which, through illiteracy, inertia, and unfamiliarity with American language, customs and ideals have heretofore made little use of them. In addition to furnishing facilities, they might well charge themselves, as a function of at least equal practical importance, with promoting a greater ability and desire in the public to make use of them. The problem includes not only the providing of books, but seeing that the latter are widely used, especially by that class which stands most in need of their sound suggestion and wise counsel. The traditionally dignified and reserved atmosphere characteristic of some civil libraries will not unduly suffer through the injection of business methods and aggressive publicity in reaching a wider clientele which will include the class more in need of good offices.

It is probable that every library has its untouched opportunities for good. Can they not be carefully sought out, classified, and the needs of the community, as developed, satisfied, better than is being done now? Never in its history has the world been in such a state of inquiry as at present. Never was there a greater demand and need for the dissemination of sound principles and ideas than exists today. Never have libraries had such a tremendous opportunity to render public service of far-reaching and immediate value. Will not the American Library Association repeat for the Nation itself, on a still larger scale and without delay, the wonderfully valuable constructive service which, as representative of the Morale Branch, I am here to testify it has performed for the Nation's Army?

STATEMENT OF THE CHAIRMAN, WAR SERVICE COMMITTEE*

J. I. Wyer, Jr., *Director, New York State Library*

There is little to add to the printed report which is in your hands—delivered, I believe, to each registrant at the New Monterey Hotel, at the moment of registration. The committee hopes that you will read this report, though conscious that it is official in form, and perhaps not enlivening in character. You know the work of the committee, and the war service; it has been presented to you not only in publications from the offices in Washington continuously, but in the journals of the profession from month to month. In addition, and more important still, more informing and heartening to all of you, you know the work because it is you who have done the work, and there is no occasion for a description of it, even a summary of it, from this platform. You have done the work actually, to the number of hundreds; you have done it potentially at home, in service which permitted the other hundreds to go out into the field. I think there should be—and I find no place on the program for such a meetting, a round table for those who stayed at home and did war work.

We hope and expect that by next year your war service will be finished. Until it is complete, the official story in the report of the War Service Committee is confined to plain, unadorned facts, to such prosaic matters as the minutes of the meetings of the War Service Committee, a brief letter of transmittal, and a statement of operations from the general director.

There is no discussion of tendencies. There might easily be. There is no discussion of results in the remoter sense: the effect of the work upon the personnel, for example, of the Association. There is no surmise as to how long it will take the members of the Association who have done library war work throughout the past year or two again to get their feet firmly planted upon the earth and be content with the day's job, after the inspiring service that this has meant to so many hundreds of our members. There is no discussion of the encouraging tendency to which Dr. Keppel has referred, the discovery that the American young man likes to read, and likes to use his brains in reading. The war has revealed to the libraries of the country a reading constituency of three or four millions of men who perhaps did not read as much at home as in the Army, and that discovery of our own opportunity, added to the War Department's confirmation of it, is food for reflection in our conduct of the libraries at home.

There is a brief discussion of the future of the work; very brief, however, because the future of the work will speak for itself as it develops, and I can assure the Association that no effort has been lacking on the part of the War Service Committee to enjoin upon those in authority the wishes and desires, the disposition to coöperate in advancing the future of the work, with the officials of the War and Navy Departments. To repeat the illustration used last evening by the president in his address, the position of the Association briefly is this: That it is a professional body invited to do a specific, professional task or duty or pleasure—I like the latter word much the best—that it has done this as best it could; that it is not its proper province to continue such a work indefinitely at its own expense or at the expense of the American people through popular subscription, any more than it would be the province of the American Medical Association to take responsibility, financial and administrative, for the medical corps and the medical service in the Army and the Navy.

I know that this Association differs somewhat from the other six "Sisters of Service," but in the matter of converting the war service into a peace service—and

*Extemporaneous address.

the Association and the War Service Committee have that peace service as earnestly at heart as any member here—there have been possibilities and opportunities for consultation, for suggestion, perhaps even for advice as to what has been in the minds of the committee and of the Association touching the form and conduct of a permanent peace association. You have had hopeful assurances this morning from Dr. Keppel. The program apparently offers opportunity for further such assurances during the course of the meeting.

I wish to call particular attention to a little pamphlet entitled "The A. L. A. in Siberia," which is distributed from the alcove devoted to the war service exhibit in the New Monterey Hotel. In a sense this is a supplement to the report of the War Service Committee. It presents letters written by Mr. Harry Clemmons, formerly reference librarian of Princeton University, and for the past few years professor of English and librarian of the Chinese university of Nanking, who served during the entire emergency as A. L. A. representative in Siberia. These letters are thrilling, and of keen interest. They are perhaps the best specimens of sustained English that the rush and hurry of the service has produced anywhere. They call for this permanent dress, and they are worthy your careful reading; I can bespeak a keen enjoyment of them when this pamphlet can claim a few minutes of your time.

One thing more: The formal printed report contains no statement of obligations. It is a heavy roll. The obligations run officially, as has been expressed by Mr. Bowker, from the floor, to the officials of the War and Navy Departments who have coöperated so thoroughly, so promptly, so informally in many cases, with the American Library Association, as to deprive most of us of the accepted notion that red tape abounded in those departments. We have been able to get action and decision with gratifying speed in most cases, and our work has gone on the better in every way for the relations of which I speak. Of, course, the American Library Association is under obligations to the people of the country, for it is the people of the country who have provided the funds that have made its work possible. It is under obligations—and this has been hinted at already—to the members of the Association, to many librarians who are not members of the Association (for there are still some, despite the secretary's efforts to enroll everyone), and to many civilians who have been more or less—perhaps usually less—exposed to librarianship or library influence, but have been moved by the opportunity and the incipient knowledge of our work to volunteer, and have rendered in large numbers exceedingly efficient service, under competent direction, throughout the country and abroad.

To all of these the service is under an obligation that cannot adequately be expressed. Dr. Keppel has, for the Government, referred to it. The War Service Committee must do so again in turn.

Mention of individuals is obviously out of the question. It only remains to be said that while it has not been possible for everyone called upon to go into the service, yet there are very few instances indeed where invitations to participate in the war service have been declined or turned aside, where there were not perfectly obvious and satisfactory reasons that such a decision was the inevitable one. The committee will continue the work until it is done. We hope the money will last as long as the work does; there have been times when we were not sure it would. Perhaps we are not sure of that yet, but all proper means will be taken to make the money last until every soldier has returned, until that rather uncertain date shall arrive when the war is officially and actually over. There seems to be a little doubt as to when that will be, but we are going to give the soldier and the sailor the benefit of the doubt as long as there is any money left to render this service.

AMERICAN LIBRARY ASSOCIATION
WAR SERVICE COMMITTEE

To the President and Members of the American Library Association:

Within the year now under review the War Service Committee suffered a grevious loss in the death of William H. Brett, on August 24, 1918. To complete the membership of the committee, President Bishop named as his successor R. R. Bowker, who had heretofore coöperated with the committee as advisory member. There have been no other changes in *personnel.*

During the year ending May 31, 1919, the War Service Committee has held five meetings, as follows:

July 3, 1918, Saratoga Springs, N. Y.; all members present.

September 24, 1918, Lake Placid, N. Y.; four members present.

November 30, 1918, New York City; six members present.

January 29, 1919, New York City; six members present.

April 5, 1919, New York City; six members present.

The full minutes of these meetings are printed on later pages of this pamphlet.

The functions of the War Service Committee being legislative and supervisory, analogous to those of the usual board of trustees, its own particular and formal report is brief—little more, indeed, than a letter of transmittal. The documents thus transmitted follow and recount in considerable detail the activities carried on in the committee's name. These activities broadly are two—the raising of the money for the work of the committee, conducted by a Subcommittee on Library War Finance, and the Library War Service, conducted by the general director. Full statements from both are appended. Certain other and minor activities of the committee are noted below, with references to fuller accounts in the minutes.

First war service fund—Belated contributions and additions to this fund swelled its total to $1,780,898.24 on September 1, 1918, after which date, and by the terms of an agreement with the other six war welfare organizations associated in the United War Work Campaign, all subscriptions and payments on them were merged into the common fund. A formal statement of receipts and payments also appears in Appendix B.

Second war service fund—Of the $3,500,000 fixed by the President of the United States as quota for the American Library Association in the United War Work Campaign of November 11-18, 1918, $2,800,000 have been turned over to the War Service Committee up to May 31, 1919; $2,609,196.25 in cash and $190,803.75 in liberty bonds and war savings stamps. The remainder, $700,000, is expected in monthly instalments within the next six months as United War Work pledges by individuals and war chests mature. The original quota will doubtless be somewhat increased by collections on oversubscriptions to the United War Work fund. A formal statement of receipts and payments appears in Appendix B.

Committee of Eleven — During the United War Work Campaign, in order to facilitate and safeguard the collection of the resulting large fund, and especially to take proper and wholesome measures fixing the manner and purposes of its use, the Secretary of War named a Committee of Eleven under the chairmanship of Raymond B. Fosdick of the Commission on Training Camp Activities. Mr. Frank A. Vanderlip was designated to represent the American Library Association on the Committee of Eleven, and after the first meeting delegated the representation to the chairman of the War Service Committee. To Mr. Vanderlip the Association is indebted for valuable services in both campaigns for War Service funds. The text of an interesting and important memorandum adopted by the Committee of Eleven, affecting the expenditure of the United

War Work fund, appears on a following page with the minutes of the War Service Committee meeting of January 29, 1919.

Library war service—This, the principal work entrusted to your committee, has grown steadily during the year. The signing of the armistice on November 11, 1918, brought fresh demands and opportunities and opened the way for a work which in volume and extent far exceeded previous efforts. The large camps at home were far slower in closing than had been expected; great numbers of men were kept in them throughout the entire period of the emergency; the process of discharging returned members of the American Expeditionary Force took much time; hospital service quickly assumed surprising proportions; service to crews and soldiers on returning transports required tens of thousands of books and such men as could be so assigned; the hundreds of small camps and naval stations have scarcely yet diminished in number.

The work overseas increased steadily as the Navy and the American Expeditionary Force in foreign lands and waters came to number two-thirds of the whole number of Americans under arms. Not only the volume but the geographical range of the work as set forth in the appended statement of the general director are impressive. Overseas, too, the armistice, while decreasing neither the need nor the value of the service, yet made much easier a systematic and effective service to all units and indeed to individual men. The ambitious educational program of the Army called for several hundred thousand volumes; an amazing interest developed in books helping toward preparation for "Your job back home," whatever it might be; the Army of Occupation, the gigantic embarkation camps, the newly crowded rest areas, the congestion of American soldiers in Paris, the sudden and considerable hospital service, all brought new situations and an ever increasing volume of work that has inevitably claimed the full time of the general director in Europe since January, 1919.

To those in the thick of the service it was immediately apparent that the armistice would bring just this access of work, the peak of which in France was not passed, indeed, until early in May, 1919, when the first traces of diminishing activity were noticed. But the general public, solicited for continuing supplies of books and magazines, even some librarians and library trustees, solicited for the indispensable personal service, have often surprisingly failed to appreciate that the armistice ended neither the war nor the imperative need of service to the forces which were waging it.

In addition to the statement of the assistant general director there will be found on later pages, prepared by Dr. A. H. Shearer, a connected narrative of the American Library Association war service from its inception to January 1, 1919. The account is, of course, but an imperfect part of the story, to be continued (we hope concluded) within the coming year, yet it seems appropriate to offer it as an informal and effective supplement to the necessarily official and statistical character of the other reports and documents included.

Library research as war service—At Lake Placid, in September, 1918, the committee approved the appointment of E. C. Richardson as chairman of a Subcommittee on Library Research as War Service. Dr. Richardson completed the committee by the designation of H. M. Lydenberg and H. H. B. Meyer as his associates. There appears as Appendix A to the minutes of the War Service Committee's meeting of November 30, 1918, an interesting plan for the work of this subcommittee, and in the minutes of the meeting for April 5, 1919, a brief progress report.

Food information—Although the United States Food Administration has finished its work and the original activities of the Subcommittee on Food Information (Claribel R. Barnett, chairman) are at an end, it is still coöperating with the United States Department of Agriculture in the recommendation to libraries and others of books on agricultural subjects and in the

preparation of annotated book lists.

"After-war" reading lists—At its Lake Placid meeting in September, 1918, the War Service Committee approved a plan for the preparation and publication, with the United States Bureau of Education, of a series of fifty annotated book lists on war subjects. For the War Service Committee, this project is being carried out by J. L. Wheeler. Several of the lists are ready for distribution at the Asbury Park conference and the others will follow before autumn. They are to be available in quantities for wide distribution by all libraries.

Audits—The Finance Committee of the American Library Association has from the beginning assumed responsibility for periodic audits of the accounts of the War Service Committee, the general director and the Subcommittee on Library War Finance. These audits have been made during the past year by Marwick, Mitchell, Peat and Company, chartered accountants. Copies are on file with the chairman of the War Service Committee and the chairman of the American Library Association Finance Committee, and the particulars as to the audits are noted in connection with the several financial exhibits which appear on subsequent pages. Upon the establishment of a fiscal routine by the Committee of Eleven, the American Library Association (with the six other welfare organizations) was required to submit a quarterly audit to that committee. By a slight shift of the audit date, the same examination serves all three purposes, covering accounts of the War Service Committee, the general director and meeting the requirements of the Committee of Eleven. The accounts of the first war service fund were last audited by a chartered accountant on November 30, 1918. Since that date the account has been almost inactive, less than a dozen entries appearing on both sides of it and the balance being almost unchanged. For this period and account the American Library Association Finance Committee has accepted bank statements and made its own examination.

The future—However willing or eager the American Library Association may be to carry its present service to American soldiers and sailors into times of peace and thus meet the undoubted and expressed wish of the War and Navy Departments, there are certain conditions and considerations which limit and restrain such action by the present War Service Committee.

Perhaps the most positive and controlling of these is the following pronouncement of the Committee of Eleven:

"The United War Work Campaign fund was raised to make possible the serving by the seven coöperating organizations in the present war emergency of soldiers and sailors, and this purpose is to be a governing principle in its use, and none of the fund shall be expended for non-war work or for permanent establishments or for endowments."

Again, the position of the American Library Association is unlike that of any of its six sister organizations. They are religious, semi-religious, charitable or philanthropic and not professional bodies. The American Library Association, like, for example, the American Medical Association, was invited to render a particular professional service during a particular emergency. It has no thought (such is the feeling of your War Service Committee) that it is to continue this service into peace times. If the service has approved itself to the Army and Navy, their officials can organize it as part of their regular establishments, as the Medical Corps is organized. The Navy has already moved to this end by the creation of the Sixth (or Morale) Division of the Bureau of Navigation, which is to be responsible for all welfare work in this department, and the plan of organization includes a measure of library service for its men as soon as funds are available.

Even if the Association does wish to continue the existing library service in the peace establishments of the Army and Navy, the present committee is a *war* service committee and may not properly move in such a matter without instruction.

It therefore becomes necessary as our present *war* service begins to diminish and tends in some cases to shade almost imperceptibly into *peace* service to keep these considerations clear before us. This is not always easy. When is the war technically or legally over? Is it when the peace treaty has been signed and approved by all governments who are parties to it? Perhaps; but the "present emergency" will exist until three months after all the "for the duration of the war" men have been discharged.

In cases of doubt, especially when urged or requested by the Government, it seems clearly wiser to render needed service while the money lasts. At the present rate of demobilization and peace negotiations, it looks as if the money would not last as long as the "emergency." Your committee will, however, use every proper effort to make it do so.

And when either the money is gone or the work finished or at any time that the Army and Navy is ready to set up an effective library service, the War Service Committee has offered to turn over such books, buildings and equipment as may be acceptable to the War and Navy Departments, thus giving soldiers and sailors the preference over many civilian applicants. These offers have been formally made to the proper officials in the War and Navy Departments, and although neither has as yet formally accepted the offers, there is every reason to believe that both departments will accept them and that some means will be provided for administering library service in the permanent military and naval organizations on a more effective basis than has prevailed in the past.

Every effort has been made by the general director's office and the chairman of the War Service Committee, through conference and correspondence, to effect a continuity of service and avoid the break which would surely follow from stoppage of our own work if arrangements had not been carefully made to carry it on. It is understood by both War and Navy Departments that the American Library Association will probably be able to carry on the work until January 1, 1920. The War Service Committee may confidently report that no effort has been omitted looking toward the transfer of this work to army and navy authorities, in such manner as shall insure its continuity on an effective basis and with at least a minimum of professional supervision.

Respectfully submitted,

J. I. Wyer, Jr., Chairman.
Edwin H. Anderson.
Charles F. D. Belden.
R. R. Bowker.
Gratia Countryman.
Electra C. Doren.
Frank P. Hill.

AMERICAN LIBRARY ASSOCIATION

Second Financial Campaign

REPORT OF THE LIBRARY WAR FINANCE COMMITTEE 1918-1919

February 24, 1919.

To the War Service Committee of the A. L. A.:

The details of the receipts and expenditures connected with the second library war fund campaign are to be found in the tables appended to this report, together with the report of the secretary, the financial statement and the audit of Marwick, Mitchell, Peat and Company, all of which are made a part of the report of the War Finance Committee.

The Library War Service Committee voted an appropriation of $175,000 for campaign purposes, of which $79,630.86 were expended, leaving a balance of $95,269.14. Of this balance $50,000 was transferred by the War Finance Committee, December 2, 1918, to the American Security and Trust Company, treasurer of the Library War Service fund; and the remainder, $45,269.14, is on deposit with the Empire Trust Company, New York City, subject to disposition by the War Finance Committee.

Originally plans were made for a separate campaign, and the machinery was "set up" with that end in view; but with the amalgamation of the seven organizations (Y. M. C. A., Y. W. C. A., K. of C., War Camp Community Service, A. L. A., Jewish Welfare Board, and Salvation Army), these plans had to be reconsidered and modified, both to permit coöperation with the other organizations and to reduce as far as possible the total cost of the A. L. A. campaign. The War Finance Committee had gone so far in the placing of contracts that the saving was not so great as it would have been had the merger occurred two months earlier.

The committee received designated subscriptions amounting to $6,889.41, which were turned over to the treasurer of the United War Work Campaign, Inc., and also received $14,226.80 on account of deferred subscriptions to the first fund and from the sale of old books, waste paper, etc., by librarians, which amount is on deposit in the Peoples Trust Company of Brooklyn, N. Y., subject to checks drawn jointly by the chairman of the War Service Committee and chairman of the War Finance Committee.

Official information, under date of February 10, 1919, states that "the reported subscriptions to December 31, 1918, amount to $205,188,793," but without any detailed supporting schedule. The only detailed statement received from the United War Work Committee is that of November 25, 1918, giving a total of $203,149,575.

Under date of February 10, 1919, Dr. John R. Mott, vice-chairman of the United War Work Campaign, Inc., wrote as follows: "The last word I had from the deputy treasurer indicated that there had been paid in to the New York Treasury, and this was up to early last week, approximately $75,000,000, of which, as I recall, nearly $8,000,000 was in the form of Liberty Bonds." It would appear from the statement of Dr. Mott, that the American Library Association, in common with the other six organizations, would not be able to make up budgets covering the full amount subscribed.

In view of the fact that three months after the campaign less than forty per cent of the whole subscription has been paid in, it seems probable that the total collection will fall considerably short of the original expectation. Under these circumstances the War Finance Committee suggests the advisability of reconsidering the budget heretofore proposed by the war

Service Committee, to the end that plans may not be made for future expenditures in excess of the funds which may be available therefor.

Upon the acceptance of this report the committee would ask for its discharge.

Respectfully submitted,
For the Library War Finance Committee,
FRANK P. HILL, Chairman.

REPORT OF THE SECRETARY

Last year the American Library Association, for many years chiefly a deliberative body, was galvanized into an active organization for Library War Service and was ushered into the responsibilities of its new position by a financial campaign which was successful beyond the expectation of the most optimistic.

At the time the first campaign was undertaken, the contribution which our Association could make in time of war was based largely upon hope. When, however, the need for increased funds became apparent, the Association had a volume of experience which gave eloquent testimony to the need and importance of its work in the camps and to the appreciation of the books for recreation and serious study which had been made available to the men in the service through the efforts of the A. L. A. The year of our participation in the war witnessed a great expansion of library war service and revealed opportunities of even greater proportions, calling for sums vastly larger than those raised in the first campaign.

The inspiration of this experience was shown in the readiness with which the librarians responded when plans for a second financial campaign were laid before the state directors at the Saratoga Springs conference. The enthusiasm of all present at that conference was greatly stimulated by Dr. Raney's splendid report of the work and opportunities overseas.

A fair proportion of those who had acted as state directors in the former campaign were present at the conference, as were also the newly elected campaign director, Mr. Wickes Wamboldt, formerly with the American Red Cross, and members of the Finance Committee.

Several informal conferences were held and campaign plans discussed. Immediately after the conference, the list of state directors was completed and the chairman of the state war councils appointed.

The members of the National Library War Council, appointed by the Secretary of War in 1917, had generously consented to continue to act as members of that council. At the request of the Finance Committee this council was increased in number to twenty-six. Following is the full membership:

FRANK A. VANDERLIP, Chairman,
ASA G. CANDLER,
P. P. CLAXTON,
J. RANDOLPH COOLIDGE, JR.,
MRS. JOSIAH E. COWLES,
MRS. JAMES S. CUSHMAN,
W. C. D'ARCY,
COL. HARRY CUTLER,
T. COLEMAN DU PONT,
JOHN H. FINLEY,
JAMES A. FLAHERTY,
FRANK P. GLASS,
DAVID E. HEINEMAN,
HENRY E. HUNTINGTON,
JOSEPH LEE,
ARTHUR D. LITTLE,
WALLACE MCCAMANT,
J. P. MORGAN,
JOHN R. MOTT,
JOHN POOLE,
WILLIAM A. ROGERS,
MRS. FINLEY J. SHEPARD,
E. T. STOTESBURY,
JOS. P. TYNAN,
THEODORE N. VAIL,
HARRY A. WHEELER.

Campaign headquarters were established at 124 East Twenty-eighth street, in the building formerly occupied by the International Y. M. C. A. and owned by them, this space being generously allowed the American Library Association by the Y. M. C. A. without charge.

In addition to Mr. Wamboldt, the national campaign director, the campaign

organization was completed by the appointment of Mr. Frank Parker Stockbridge as director of information, and Mr. Leo L. Redding as campaign director for New York City, with a competent staff of assistants, stenographers, etc.

By the courtesy of the director general, the organ of the library war service, the *Library War Service Bulletin*, was turned over to the Finance Committee for the duration of the campaign, and four numbers—under the title "War Libraries"—were issued.

An extensive publicity campaign was planned under the directorship of Mr. Stockbridge, with the cordial coöperation of authors, artists, editors and librarians. Mr. Charles Falls, whose splendid posters had been so effective in stimulating the donation of books and the use of camp libraries, offered to interest other artists in our work, and several designs for an appropriate poster for this campaign were submitted. From them, that designed by John E. Sheridan was selected, and among the many posters used during the campaign it was one of the most striking and pleasing.

Six regional meetings were arranged for the detailed discussion of campaign plans. In fact, the campaign organization had practically been completed, and everywhere there was evidence of a splendid and encouraging spirit of coöperation. State directors were enthusiastically perfecting the machinery for the conduct of the campaign within their territory and there was every reason to believe that success would crown our efforts this year, as it had our initial effort in the previous year. The most serious question which had confronted the Finance Committee had been that of the proper date for the campaign, since with the campaigns planned by the other welfare organizations and that of the Liberty Loan, there promised to be a continuous series of campaigns from the latter part of September well into January.

But before the first number of *War Libraries* had made its appearance, all plans were changed by the request of the Government that the several organizations which were engaged in welfare work with the Army and Navy should unite in their appeal for funds.

It was at first suggested that there should be two campaigns, one in November and the other in January, the A. L. A. to join with the Y. M. C. A., Y. W. C. A., and the War Camp Community Service in the first campaign. The organization of representatives of each of these bodies was effected and plans formulated, when again the subject was reopened and in compliance with a definite request from President Wilson the Y. M. C. A., Y. W. C. A., National Catholic War Council (Knights of Columbus), Jewish Welfare Board, War Camp Community Service, the A. L. A. and the Salvation Army decided to combine their appeal for funds in a single campaign to be held during the week of November 11 with $170,500,000 as a goal.

The new organization was perfected within a remarkably short time, the three latest additions to the United Campaign generously agreeing to accept the plans and program which had been adopted by the four organizations in the original combination. Two representatives each from the Y. M. C. A. and National Catholic War Council and one from each of the other five organizations, together with the national treasurer and the director of the United Campaign for New York City, constituted the Committee of Eleven which formulated the memorandum of agreement and outlined the general policies of the campaign. A General Committee of Thirty-five, consisting in most part of the campaign heads from the several organizations—five from each—was formed to assume general charge of the campaign under the leadership of Dr. John R. Mott as director general.

Mr. Vanderlip was selected as the representative of the A. L. A. upon the Committee of Eleven, and Dr. Frank P. Hill, Mr. Theodore L. Frothingham, Miss Emma V. Baldwin, Mr. Wickes Wamboldt and Mr. Frank Parker Stockbridge as its rep-

resentatives upon the General Committee.

It having been decided that the committee organization already established throughout the country should be disturbed as little as possible, a policy of addition rather than elimination being advised, representatives of each of the six other organizations were added to the district and state executive committees previously appointed by the Y. M. C. A., and every effort was made to extend this form of organization down to the localities.

The time for the working out of the plan throughout the nation was all too short, but the spirit of willingness to submerge individual interests in the common cause was truly remarkable.

The members of the A. L. A., as the representatives of one of the smaller organizations among the "Seven Sisters of Service," as they have appropriately been called, threw themselves whole-heartedly into the work and were ready to serve in any capacity in which they could be useful. In several states, the state representative of the Association acted as head of the state speakers' bureau, while in all, the facilities of the local libraries, including their staffs, were placed at the disposal of the local committees. The combined resources of the seven organizations offered an unusually large number of available and willing workers, so that in many instances the local leaders were embarrassed by the necessity of having to select from among the many who proffered their help.

It was decided by our committee that the regional conferences, as previously planned for our independent campaign, should be held, because they afforded an opportunity to make clear to the library representatives the general purpose of the United Campaign and the part expected of them. Eight meetings were held, Mr. Wamboldt and Dr. Raney attending those at Atlanta, Oklahoma City, Denver, Chicago, Boston and New York, and Dr. Hill and Mr. Milam those at Seattle and San Francisco. All of these meetings were well attended and served to strengthen the bond of sympathy and understanding between the state representatives and the headquarters staff.

Arrangements had also been made by the Y. M. C. A. for a series of conferences during the latter part of September. It was decided to hold these meetings as planned but to transform them into United Campaign meetings, at which each of the seven organizations should present its war work. The shortness of time for the perfection of schedules for speakers caused a few hitches, but on the whole the A. L. A. made a splendid showing. Any misgivings as to the possibility of securing effective team work among the various organizations was dispelled by these conferences and the enthusiasm with which the plan for a united effort was accepted was most gratifying and promised well for the success of the campaign.

When the question of providing speakers for the campaign and the resources of each organization were under consideration, Mr. George Gordon Battle, as the representative of the Salvation Army, said: "The members of the Salvation Army are all speakers and every one of them is at the service of the campaign." Unfortunately the A. L. A. could not boast that every librarian was a public speaker and some of those most gifted could not be spared from other important work to devote their time to a speaking campaign. But since it was planned that special emphasis should be laid upon public meetings, we were able to secure from our ranks and from our friends among clergymen, authors and public-spirited men and women of the various communities, a very creditable list of speakers to represent the A. L. A. A special manual was prepared for their use in addition to the section contained in the United Campaign handbook for speakers. Mr. John Lowe, camp librarian of Camp Devens, Massachusetts, and Mr. Joy Morgan from Camp MacArthur, Texas, started upon speaking tours in the Middle West and an itinerary was prepared for Dr. Raney, who, as the only representative of our Association who had had experience in France, was in great de-

mand. Mr. Lowe and Mr. Morgan were most successful during the early part of their trips but the epidemic traveled faster than they did and one after another of the towns on their schedules fell under the ban, a strict quarantine preventing public meetings of any sort. Consequently their trips had to be abandoned, while Dr. Raney's plans for later dates were almost entirely given up and the larger number of those who had generously offered to assist the campaign by speaking in our behalf could not be given an opportunity. Never before was a campaign of like magnitude conducted with so few public gatherings, and it speaks well for the determination and resourcefulness of the workers that they were able, at the last moment, to devise other ways of reaching and interesting the people of their communities and of bringing the campaign to success without the inspiration of such gatherings.

The campaign was launched on the very day that the armistice was signed with Germany, at a time of such general rejoicing over the return of peace that it was difficult to get the public's attention or to impress upon it the stupendous work still remaining to be done for our forces during the period of demobilization. Yet in spite of these tremendous drawbacks, the greatest campaign which had ever been conducted for an altruistic purpose was an unqualified success and the goal of $170,500,000 was surpassed by over $30,000,000. Reports show that every state exceeded its quota; some in fact securing an over-subscription of from fifty to a hundred per cent. Arizona was the banner state, its subscription of $595,000 being 248 per cent of its quota. It was followed by Delaware with 229 per cent and Texas with 222 per cent. New York subscribed the largest amount, $45,584,728.

Of the total amount collected, the American Library Association will receive 2.05 per cent.

Aside from the accomplishment of the direct purpose for which a campaign is conducted, its indirect results are not to be ignored. Chief among these is the publicity which an association receives during a campaign and the opportunity which is afforded it to tell the public something of its purpose, its policies and its accomplishments. When the United Campaign was at first considered it was felt that the opportunity for publicity for each organization might be somewhat curtailed, because it seemed inevitable that individual publicity must be submerged in the united idea if the common goal was to be attained. The close coöperation among representatives of the seven organizations brought together many workers who had heretofore been too deeply engrossed in their own concerns to have time to inform themselves fully of the accomplishments or resources of other organizations, and the American Library Association is today undoubtedly more intimately known among those interested in social and educational work than it was before the United War Work Campaign, and, as one of the organizations in the sevenfold group, has probably enjoyed a wider publicity than would have been accorded to it as an individual organization. The A. L. A., on its part, has been ushered into a wider and richer fellowship with the representatives of the other organizations. The results of this coöperation and mutual understanding among the national, state and local representatives of the various organizations will be far-reaching, and will be manifest in countless ways long after the immediate work in which they were united is finished.

Respectfully submitted,

Emma A. Baldwin,

Secretary, Library War Finance Committee.

REPORT OF THE AUDITORS

New York, February 18, 1919.

Library War Finance Committee, American Library Association, 26 Brevoort Place, Brooklyn, N. Y.

Dear Sir—In accordance with instructions, we have made an audit of the receipts and disbursements of the Library War Finance Committee of the American Library Association second campaign fund up to February 15, 1919, and now submit our report thereon, together with schedules in support thereof.

We have examined vouchers in support of all the disbursements for campaign expenses. These vouchers all appear to be properly approved and in order. We have also compared the disbursements with the checks paid by the bank.

We have received certificates from the banks showing balances on deposit, which are in exact agreement with the balances shown herein.

The following is a summary of all cash received and disbursed during the campaign beginning July 19, 1918, and ending February 15, 1919:

CASH RECEIPTS AND DISBURSEMENTS

Receipts

American Library Association War Service Committee	$125,000.00
United War Work Campaign, Incorporated	*100,000.00
Miscellaneous contributors	21,115.06
Interest on daily bank balances	1,009.66
Total receipts	$247,124.72

Disbursements

Expenses of campaign:	
Gross amount paid out	$ 83,159.05
Less unused expense money refunded	3,528.19
	$ 79,630.86
Deposited with American Security & Trust Co., of Washington, D. C., to the credit of American Library Association War Service Committee	100,000.00
Deposited with the People's Trust Co., of Brooklyn, N. Y., to the credit of American Library Association War Service fund, including interest on daily bank balances	14,334.03
Remitted to United War Work Campaign, Incorporated	6,888.26
Total disbursements	$200,853.15
Balance, cash on deposit with Empire Trust Co. of New York City	$ 46,271.57

Receipts

American Library Association War Service Committee, $125,000; United War Work Campaign, Incorporated, $100,000. These sums, together amounting to $225,000, were received as follows:

July 19, 1918	$ 75,000.00
October 14, 1918	50,000.00
November 22, 1918	100,000.00
Total	$225,000.00

This is the total amount advanced to your committee. Of the $100,000 received November 22, 1918, from the United War Work Campaign, Inc., $50,000 was to complete the $175,000 allotted to carry on the campaign. The other $50,000 was merely handed to your committee to be transferred to the American Library Association War Service Committee. It was at once so transferred, as was also the other $50,000 on December 2, 1918, when it had become evident that it would not be needed in the work of your committee.

Miscellaneous contributors, $21,115.06. This comprises all contributions received by your committee directly from contributors and is of two classes. The first class consists of contributions received from various libraries and others. This money belonged exclusively to the American Library War Service Committee. The other class includes all other contributions received by your committee whether des-

*This amount should have gone direct to the American Security and Trust Company.

ignated for the United War Work fund or not designated at all. The amounts are as follows:

American Library Association...	$14,226.80
United War Work fund.....	6,888.26
Total	$21,115.06

Details of these amounts, showing states from which the contributions came, are set forth in Schedule "1." The first sum has been deposited with the People's Trust Company, of Brooklyn, N. Y., to the credit of the American Library Association War Service fund; the second sum was remitted from time to time to the United War Work Campaign, Inc., as shown by receipts on file.

Interest on daily bank balances.		$ 1,009.66
This consists of the following:		
Empire Trust Company.....		$ 902.43
The Peoples Trust Company:		
Interest credit.....	$112.34	
Less charges for Exchange	5.11	
		107.23
Total		$ 1,009.66

Disbursements

Expenses of Campaign, $79,630.86. Details of this amount are set forth in Schedule "2," of which the following is a summary:

Expended by states.....	$ 7,007.96
United War Work.....	2,793.33
City publicity	3,904.90
National publicity	38,271.14
National headquarters	27,653.53
Total	$79,630.86

The following is a summary of the same expenses distributed according to the nature of the disbursements:

Personal service	$29,806.74
Traveling expense	9,637.89
Maintenance	2,531.51
Telegraph and telephone.....	2,259.59
Postage and express.....	5,728.28
Office expenses and supplies.....	2,366.99
Printing and advertising.....	27,289.28
Contingencies	10.58
Total	$79,630.86

We have to report that the accounts are carefully maintained and the vouchers and checks filed in good order. Every facility was afforded to us in our examination of the accounts.

We shall be pleased to furnish any further information desired.

Yours truly,

MARWICK, MITCHELL, PEAT & CO.

FINAL FINANCIAL STATEMENT,
APRIL 22, 1919

Receipts

From American Library Association first war service fund.	$125,000.00
Interest from Empire Trust Co. to April 22, 1919.....	1,155.65
	$126,155.65

Disbursements

Expended to February 15, 1919, as reported by Marwick, Mitchell, Peat & Co., audit.....	79,630.86
Expended from February 15, 1919, to April 22, 1919.....	588.58
Final check No. 770 drawn to order of American Security & Trust Co., treasurer. First war service fund—to balance.	45,936.21
	$126,155.65

NOTE.—In addition $100,000 was received by the Library War Finance Committee from the United War Work Campaign, Inc.

April 25, 1919.

The A. L. A. Finance Committee has examined the report of the audit of the War Finance Committee to February 15, 1919, made by Marwick, Mitchell, Peat & Co., also the accounts of the War Finance Committee from February 16 to April 25, and find them correct; leaving, as stated, no balance in the Empire Trust Co. and a balance of $14,332.28, with interest, in the People's Trust Co. of Brooklyn, contributed to the second war service fund, subject to checks drawn jointly by the chairman of the War Service Committee and the chairman of the War Finance Committee.

ARTHUR L. BAILEY,
CLEMENT W. ANDREWS,
HARRISON W. CRAVER,
A. L. A. Finance Committee.

AMERICAN LIBRARY ASSOCIATION WAR SERVICE

Statement by Acting General Director as to Operations, July 1, 1918—June 30, 1919

The general director in his statement to the Association a year ago spoke of a "vast field" and an "ever enlarging opportunity." Though diminishing, the field is still vast; and new opportunities for service arise almost daily.

When the A. L. A. conceived the idea of library war service, it talked in terms of a million men. At the time of its conference last year the service had already reached 2,800,000 men. When the armistice was signed on November 11 there were 4,250,000 men in the Army, Navy and Marine Corps. Our service had, to some extent at least, been extended to all of them. As this statement goes to the printer (June 1) there are 1,580,000 men in the service; and it is estimated that this number will be reduced probably to about 1,250,000 by June 30.

The number of camps, stations, hospitals and vessels which were served according to last year's statement, was 777. The total number served since that time is 3,981. The number of live service points in America at the present time is 2,132.

During the year, more than 800 persons have been engaged in the work, not counting pasters and packers at dispatch offices or men detailed to library service by the military authorities.

And the extent of the work is indicated not only by the number of points and the number of men who were supplied with reading matter, and the number of people engaged in the service, but by their distribution over the earth. Books bearing the A. L. A. bookplate have reached the men in America, France, Germany, Russia, Siberia, the Philippine Islands, Alaska, the West Indies, the Canal Zone, Hawaii, the Virgin Islands, Guam, Samoa, Bermuda, Nicaragua and China; and on board ship everywhere.

Changes brought about by the signing of the Armistice

A year ago, the problem seemed easy; it was but to amplify the work already organized. And so it was, for a few months. Then came the armistice. And with the armistice came new problems. As soon as the prospect of demobilization and discharge became imminent the thoughts of the men turned from military to civilian subjects. They became restless, the hours given over to drilling were largely reduced and the men had time on their hands.

Wounded men were at once returned to America in large numbers, filling our hospitals, and causing the opening of new ones; thus creating new problems and enlarging old ones. The return of soldiers from France brought new problems of service to the transports.

Which camps would be closed and when, how long it would take to demobilize the men, and other similar questions, were subjects for constant speculation, not only by library war service officials, but also by other welfare organizations and the Army and Navy officials themselves.

There seemed to spread over the country immediately a feeling that "the war is over." It was reported that many people and a few cities had announced that they would not pay their subscriptions to the United War Work fund.

Requests began at once to come in to headquarters and to the War Service Committee, asking what was to be done with our vast supply of books which were no longer needed. A bookseller in Boston, who had bought a lot of A. L. A. discarded books from a salvage officer in one of the ports, immediately advertised them for sale, stating that they were American Library Association books (conveying the

idea, of course, that our work was over).

And when demobilization began there arose the question of when our responsibility to the men ceased. Did it cease when a man was discharged from the Army; or when he ceased to wear his uniform; or when he had actually resumed his place in civil life?

Some of these questions are not yet fully answered.

Hospital Libraries

The relative importance of library service in the hospitals greatly increased with the signing of the armistice and the return of the wounded soldiers to America. During the year there have been 170 librarians in this branch of the service; there being at the present time 68 librarians and 36 assistants in hospitals covering a territory from Boston to Honolulu, and from Oregon to Florida.

Fortunately, hospital work has not been limited to the people who were engaged directly by the A. L. A. Many librarians and assistants in city and town libraries where the hospitals are situated, have given their service freely, and have done much toward establishing library work on broad lines. They have aroused their communities to the possibilities of library work in the hospitals and have brought to the attention of various organizations and individuals the joy men find in reading newspapers, magazines and books.

Reading matter has been supplied to all hospitals and transcontinental hospital trains which were used by soldiers, sailors and marines. Librarians have been provided for general hospitals having one thousand beds, and for reconstruction hospitals having five hundred beds. The smaller hospitals were sometimes organized by field representatives and have usually been closely supervised by librarians of public libraries or secretaries of library commissions.

The organization and administration of the hospital service has been covered in the "Hospital library handbook," issued by the A. L. A. War Service during the last year. Two or three features of the work seem worthy, however, of special comment: The service to the wards, the newspaper service, and the relation of the library to the occupational and vocational work.

Every hospital librarian has a bedside book truck which she uses in carrying books, magazines and newspapers to the men confined to the wards, making it possible for them to select their own reading matter. In the smaller hospitals it has been possible to visit each ward two or three times a week; but in the larger hospitals, even with a staff of three or four, the librarians have been able to make the rounds only once a week.

Probably the most popular feature of the work has been the distribution of "home town" papers. Thanks to the coöperation of the Stage Woman's War Relief, New York papers have been purchased in very large quantities for the hospitals in and near New York City; and no request for a "home town" paper is ever refused by that organization. All hospitals have been supplied with a selected list of newspapers from various localities and in many cases the librarian has been able to extend the list through the coöperation of local agencies.

One librarian writes: "We have all kinds of men from all sorts of homes and all parts of the country—but every one comes back with the idea that he can get just what he needs and wants now that he is 'home,' and his first request is usually, 'Have you a newspaper from my town? I haven't had a word from home in four months.' "

The educational departments of the reconstruction hospitals have looked to the library for help and have given the librarian the opportunity of coöperating in their undertakings. The instructors and occupational aides have assisted in bringing to the attention of the men the fact that books on the trades and vocations were available in the library and might be useful. In some hospitals the men have been *required* to take courses in vo-

cational work and the libraries have found many opportunities to aid the instructors by supplying the books they needed.

The Surgeon General of the Army and the Surgeon General of the Navy have shown an appreciation of the value of library work in the hospitals and have furnished up-to-date information at all times; thus making it possible to extend our service to all hospitals as soon as they were established. The Association has also enjoyed the fullest coöperation of the Army and Navy officers in the hospitals, the Red Cross representatives and representatives of various other welfare organizations; all of whom in certain camps have carried on for our Association certain features of library work.

While the number of Army hospitals is decreasing, an entirely new field of service has been presented in the establishment of Public Health Service Hospitals, authorized by Congress to provide hospital and sanitarium facilities for discharged sick and disabled soldiers, sailors and marines.

There are already 35 of these hospitals with bed capacities ranging from 25 to 1,500, and one community hospital is being established at Perryville, Maryland, where all the industries of the community are owned or operated for the benefit of the hospital.

At the request of the Surgeon General of the Public Health Service, the A. L. A. is rendering some service to these hospitals with an informal understanding that if legally possible, the work will be taken over later by the United States Public Health Service itself.

When the movement of troops started from France to America, it became necessary to begin what was practically a new phase of service. On the way over the men had been supplied with reading matter by the placing of books on the decks of the transports, the boxes to be opened and the books circulated to the men during the voyage and returned to their boxes and delivered to the A. L. A. in France. But when the men began to come back, books were too scarce in France to permit the return of any on the transports. Therefore, it became necessary to establish so-called "permanent" libraries on each transport. These libraries have been supplied by the officers at all of the overseas dispatch offices.

In the beginning, books were placed on the boats in the ratio of about one book to four men. Magazines, largely new purchased copies of the latest numbers, were put on the vessels in the ratio of one magazine to ten men. Dispatch officers now have instructions to place not less than one book and one magazine to every two men if the officers will accept this quota, and may supply as many as one book and one magazine to each man if, in the opinion of the dispatch officer, that number is required.

No greater desire for reading matter has been shown by the men anywhere than on the returning transports. The magazines are all distributed in the first two or three days and, of course, are never returned to their source, being passed about among the men until worn out and thrown away. In some cases the publishers have been able to supply copies two or three weeks in advance of the date of publication, so that when the men went aboard the transports they received current issues of their favorite weekly.

The books, too, usually disappear during the first two or three days, nothing remaining on the shelves except, perhaps, a few of the classics. The greatest amount of reading is, of course, for recreation, the usual type of fiction being in great demand. A few vocational books have been placed on every transport and reports are that they find eager readers among a select few. The editor of *Association Men*, who returned recently on a transport, says, "the men are more eager for the best literature than for cigarettes, chocolate, or any such baby-food provisions."

A surprisingly large number of men have been brought back on vessels which were assigned to transport duty in Euro-

pean waters and could not be supplied with reading matter by the dispatch officer on this side. In some cases, unfortunately, they were not supplied by our representative in France, though we were recently informed by Mr. Stevenson that every vessel assigned to transport service in European waters is now being equipped by his associates at the French ports.

Librarians have been placed on nine different transports for one or more trips, as members of the Morale Party. These Morale Parties are now discontinued and the work is carried on by the Navy, under the general direction of the Sixth Division, Bureau of Navigation.

Service to the Fleet

Although thousands of books had been supplied to the naval vessels by the dispatch offices in America and other thousands had been shipped to Europe for them, it cannot be said that an adequate supply of reading matter had actually reached the vessels prior to November 11. The return of the fleet to American waters gave the Association an opportunity to increase its service. While the vessels were in New York their most urgent needs were supplied by the New York and especially the Brooklyn dispatch officers. A representative of the Brooklyn dispatch office visited many of the vessels and learned from the chaplains and commanding officers exactly what their needs were.

In order that this work might be followed up, Mr. Harold Wooster, a representative from the Brooklyn dispatch office, was sent to Guantanamo Bay with the approval of the naval authorities. Some 15,000 books, carefully selected to meet the needs that had been observed while the fleet was in New York, were sent down in advance of Mr. Wooster. When he arrived he assembled them on a barge in the bay. A radio communication was sent out by the chaplain of the fleet announcing Mr. Wooster's headquarters and telling the officers of every vessel what they might expect of him.

"In spite of the fact that fleet athletics were in full swing, supplies were being taken aboard, target practice was in progress and several of the vessels were coaling ship, still the response to the message was practically universal. The first day after the message was sent out, officers from thirty vessels came to the A. L. A. office to secure books and magazines," and in the end every vessel was served. In many cases the commanding officers of the vessels, the engineers and other technical men came personally to select the books for themselves and for their men.

Incidentally Mr. Wooster was able also to establish library service for certain permanent naval and marine corps stations on the islands. (Mr. Wooster's own account of his service was printed in *War Library Bulletin*, Number 9, and in *Library Journal*, June, 1919.)

Service to the N. O. T. S. and U. S. S. B. Vessels

The Naval Overseas Transport Service is the name given to freight-carrying vessels manned by naval crews. In December, 1918, the Naval Commission on Training Camp Activities supplied us with a complete list of these vessels, together with the names of the base ports for all of them. Dispatch officers were asked to get in touch with the commanding officers at the bases and to supply small collections of books to each vessel. On the end of each box supplied, there was a printed label instructing the man in charge to exchange his box with another N. O. T. S. vessel, or at any of the dispatch offices (addresses and telephone numbers given) at his convenience.

Recently many of these vessels have been transferred to the United States Shipping Board and the crews are now civilian crews. The same vessels are doing the same work and in a few cases they are manned by the same crew. After some hesitation it has been decided to continue the service to these vessels, as the United States Shipping Board is essentially a *war* board; the men are paid

by the Government and many of the vessels are still doing war work.

A Diminishing Service at Certain Camps

Thirteen large camps have been or are being abandoned. Each of these camps had an A. L. A. Library building and a large collection of books, an automobile and miscellaneous equipment. Some months ago, instructions were sent to all camp librarians, instructing them how to dispose of their material and what to do when a camp was about to be discontinued.

The buildings, with the approval of the War Service Committee, have been offered to nearby towns or cities for public library purposes. None have so far been accepted. The building at Camp Wadsworth has, however, just been given to the Textile Industrial Institute at Spartanburg on the agreement of the president to maintain a free library with an annual appropriation of at least $800.

The building at Camp Cody was given to the military authorities and transferred by them to Camp Furlong, where it was set up and is now being used as an A. L. A. Library. The buildings at the following camps have been sold to the highest bidder for the sums named:

Greene	$ 300
MacArthur	500
Sevier	525
Beauregard	1,000
Logan	485
Fremont	350

And at the following closing camps the buildings are still in our possession: Johnston, McClellan, Hancock, Sheridan.

The first two are on property owned by the Government and have, therefore, not been offered for sale, because it is assumed that they may be used later for military purposes.

Automobiles and miscellaneous equipment have been sold to the highest bidder or transferred to other camps.

Books, with a few exceptions, have been transferred to the overseas dispatch offices for use on transports or other vessels, for shipment overseas or for use in the American camps and stations under the supervision of the dispatch offices.

The number of books available for transfer from each camp averages about 20,000, and of these a good many are not very useful when received at the dispatch offices. Naturally, there is a very large overstock at the present time of books on military subjects and narratives of the war. These are being stored with the expectation that they will be found useful in the permanent libraries of the Army and Navy.

Books and Magazines

Whether library war service has selected wisely and has made deliveries with *reasonable* promptness are subjects which will doubtless remain open for discussion indefinitely. There is no doubt, however, that new world records were established in the *speed* with which books were selected and in the *size* of the orders placed.

On the 8th of February the office received a nine-page cablegram from Mr. Stevenson in Paris, requesting some thirty thousand books. Every item on the list was ordered before the office closed for the night. Specific titles were mentioned in that cable, and the work was comparatively easy.

Another cable of about the same length arrived on the 4th of March, this time calling for books on certain subjects. It took the book department four days to make the selection and place the orders.

When the Y. M. C. A. lecture courses on citizenship were being prepared, it not infrequently happened that a bibliography or reading list for a lecture was requested one day and had to be in New York City in the hands of the printer the next; thus requiring quick decisions.

In December, 1918, and January, 1919, which were banner months, orders were placed for 843,068 volumes. The total number ordered from July 1, 1918, to May 31, 1919, was 2,050,000. The estimated number for June is about 30,000 volumes, which will bring the total for the year up to approximately 2,080,000 volumes.

Magazine subscriptions placed during the year total 27,000, and more than 950,000 magazines have been purchased in bulk for shipment overseas and for use on the transports. Recently the Y. M. C. A. discontinued its shipments of magazines to France, and the A. L. A. took over that work, which involved the shipment of nearly half a million pieces in May.

Educational purchases — In November the A. L. A. War Service was informed by the Y. M. C. A. Army Education Commission that three million dollars' worth of library books would be necessary for the overseas educational libraries, to supplement the five million dollars' worth of textbooks which the Y. M. C. A. proposed to purchase. Lists were placed in the hands of the A. L. A. to indicate what should be purchased, and in what quantities. Needless to say the A. L. A. War Service did not act without some investigation on its own account.

Without going into detail, it may be stated that the Y. M. C. A. was authorized by the War Department to purchase two million dollars' worth of textbooks,* and the A. L. A. purchased approximately 500,000 volumes of books for the educational libraries. The original orders, which have been supplemented from time to time with additional titles and additional copies, comprised approximately 800 titles. At least 500 copies were ordered of each of, perhaps, half these titles, so that they could be made up into basic educational libraries of 400 volumes each. Quantities varying from a very few copies up to 300 were ordered of the other titles. They were used to supplement the basic libraries when the demand at any given point for books on certain subjects could not be met from the collection in the basic library.

To Mr. W. H. Kerr, Mr. L. J. Bailey and Mr. L. L. Dickerson belongs the credit for the selection of these books, a list of which has been printed and doubtless is familiar to most of the people who will read this statement. It is entitled, "A. L. A. educational list."

Books on vocations—Very heavy demands came for books of a practical character immediately after the signing of the armistice. Headquarters made every effort to meet these demands, but succeeded only after several weeks of strenuous efforts. Books wanted were out of stock or out of print; publishers, printers and binders were working at full speed to get out the large Y. M. C. A. and A. L. A. educational orders; and it was the publishers' busy season. It was only the hearty coöperation of the publishers, both in spirit and in actual service, that enabled us to overcome the various handicaps.

Books on citizenship—Immediately following the armistice an effort was made to put into circulation large numbers of good books on citizenship and world problems, both independently and in coöperation with the various lecture courses that were being given in the camps by the Y. M. C. A. and other organizations. A few of what were thought to be the best books were sent to each large camp and hospital and were offered to the supervisors of the small camps and hospitals, if needed; as was true also of the vocational books. Additional titles were suggested for the consideration of librarians in all camps, stations and hospitals.

Our information, briefly summarized, is that the books on the selection of vocations were little used; that the books on individual vocations—that is trades, business, professions, etc.—were very largely used in most places, though there are some exceptions; and that the books on citizenship have been popular in very few camps.

Compilation of lists — During these months when hundreds of thousands of volumes were being purchased almost every week, the book department was also called upon to compile various important lists.

Brief lists of six or seven titles were

*Later taken over by the Army.

compiled on twenty-three different subjects for the vocational leaflets.

Short lists of the most popular novels were compiled as purchase lists, since the gift books by this time were quite inadequate to meet the legitimate demands for fiction.

"Books on subjects taught in reconstruction hospitals" was the title of an important selected list issued in January, and revised in February. In the revised form the list covers 108 mimeographed pages.

Overseas replacement lists were compiled for the convenience of dispatch officers in placing orders for their miscellaneous books to be shipped overseas and to be used on board transports. List number 2 comprised about 300 titles. List number 3 about 980 titles. It is estimated that approximately 165,000 volumes have been ordered from the last replacement list.

A list of books on citizenship and a brief list on the various vocations were also compiled for use in the book, "Your job back home," and for separate distribution.

"One thousand technical books" is the title of a list now being published. It was compiled by Herbert L. Cowing, of the book department, and represents, in a way, the accumulated experience of the A. L. A. War Service in meeting the needs of soldiers, especially those who have had only limited mathematical and scientific training. The list is to be distributed generally, in the hope that it will be helpful to both war service librarians and public librarians in meeting the technical book needs of men who are or have recently been in the service.

"How to fight tuberculosis" is the title of a list compiled by the A. L. A. War Service, and printed by the National Tuberculosis Association for general distribution.

Other lists were made on military morale, journalism, plays for amateur production, one hundred war books of interest to the general reader, war fiction, war poetry, books of humor, and other subjects.

There were also frequent compilations for special purposes, and from time to time lists of recent books were compiled as suggestions to camp and hospital libraries. Many special orders required considerable selection, as, for example, one for 150,000 volumes of books published in 1918.

Special requests from the camps run from 15 to 75 a day. Some of these are made up of specific titles, others of subjects. Though standard lists are kept on hand, the requisitions bring in new problems of selection almost every day.

Gift Books and Magazines

In July, 1918, it began to be evident that so many of the three or three and a half million gift books collected in the spring were being discarded because unsatisfactory for use that another appeal would have to be made. Announcement was, therefore, sent out to librarians of the country on July 24, 1918, asking them to renew their appeal for books, but at the earnest request of the Library War Finance Committee, the members of which felt that this would seriously interfere with the financial campaign, this request was practically withdrawn on August 8th.

In December Mr. Stockbridge, who handled the publicity for the Finance Committee during the United War Work Campaign, was engaged to issue a brief and urgent appeal to the libraries of the country for more gift books. In May another urgent appeal was made especially for books for use on the transports.

Even librarians have been surprised to learn how many books were required to keep the men supplied. It has been hard even for us to realize the rapidity with which books wear out in service; the number of books that are necessarily lost in the camps, in shipment, and in France. It may not be inappropriate to say that Headquarters has aimed to be conservative in making its requests; that it has erred on the side of modesty or conservatism rather than in asking too largely.

There were times, too, when librarians did not understand why with three and

one-half or four million dollars it was necessary to use any gift books. In this connection it should be known that during the year just closed there have been times when the outlook from the financial standpoint was grave indeed. Payment on the United War Work fund pledges has been spread over at least a year. There were at one time evidences that there would be a very large reduction in actual collections as compared with the subscriptions. For several months in fact, the library war service ran on a working budget of $3,000,000, and there were one or two members of the War Service Committee who hesitated to approve a budget of even that size. And we have until the last month or two kept our payments, plus outstanding obligations, up to within a few thousand dollars of the total amount actually in hand. It, therefore, seemed not only appropriate but necessary that gift books should be used largely to supplement the hundreds of thousands of volumes that had to be purchased.

During the year there have been purchased, approximately, 600,000 volumes of fiction and humor which were used to supplement the gift fiction.

With the signing of the armistice the supply of so-called Burleson magazines dropped off rapidly. There was a time when it appeared that the magazine service would have to be cared for entirely by purchase or by our own independent solicitation. On the recommendation of the War Department, made at our request, a new Burleson notice was issued on March 27, 1919, and a letter was printed in the *Postal Bulletin*, urging people to continue their gifts of magazines. A change was made in the wording of the notice so as to make it appropriate to the situation at that time. Letters were sent by us to the publishers of the leading magazines, urging them to continue the use of the notice, and the War Department, at our request, sent similar letters reinforcing our recommendations.

In the meantime special campaigns were launched in New York, Brooklyn, Boston and Washington (later extended to other cities) for the collection of magazines for shipment to France and for use on the transports, and many A. L. A. representatives in the field appealed to nearby cities and towns for a larger supply.

That the work of librarians who remained at home was a fundamental part of the library war service is clearly shown by the history of the book campaigns. Librarians have made the appeals with a promptness and a success that commanded the highest praise and gratitude of those who served the books to the men.

Dispatch Offices

Overseas dispatch offices have been maintained at Hoboken, New York, Brooklyn, Philadelphia, Newport News, Boston, Charleston and San Francisco. The New York office is a clearing house for new books and gift books for all camps, a dispatch office for shipment of books and magazines overseas, and for the placing of books and magazines on transports and other vessels; it is also the headquarters for the supervisor of the large number of small camps, stations and hospitals in New York City and vicinity.

The Newport News, Brooklyn and Philadelphia dispatch offices have all these features except that they are not clearing houses for new books shipped to all camps. The Boston office has shipped books to France and placed books on the transports, and the Charleston office has served the transports and the camps, stations, hospitals and vessels in that vicinity.

The office at San Francisco has made shipments to Siberia, Philippine Islands, Hawaii, and a few other distant places, where American soldiers, sailors and marines have been stationed. The dispatch officer there is in charge of the small camps, stations and hospitals in that vicinity under Mr. M. J. Ferguson, state librarian.

All of the above dispatch offices and seven other offices have been used as clearing houses for the receipt, preparation and shipping of gift books collected in certain states.

During the months of December, January, February and March, 929,917 volumes passed through the overseas dispatch offices on their way to the American Expeditionary Forces in France, Russia, Siberia or to the transports.

Industrial War Work Community Libraries

On September 24, 1918, the War Service Committee passed the following resolution:

"It is to be taken as the sense of the committee that so far as books and money shall permit, it is the policy of the committee to provide book service to workers in munition plants and other industries engaged in war work, *where local libraries, library commissions or other local agencies cannot provide it.*"

This was followed so promptly by the signing of the armistice that the work was never organized on a large scale.

For the last few months, however, there has been an organizer at Nitro, West Virginia. Though the plant stopped production shortly after the signing of the armistice, and though there were few men in uniform there to be served, it seemed that these people had a claim on our service. They were there because of the war. They went there to do war work and if the war had continued we would undoubtedly have served them. The fact that the fighting had ceased had not really affected them. They were still in that community and they were destined to remain there for some time; and they certainly needed library service.

It is expected that when the organizer leaves Nitro another librarian will be appointed. She will be paid, not from A. L. A. funds, but from certain funds that are available to the commanding officer at Nitro for such purpose. The books and miscellaneous equipment will remain, but from the day our organizer leaves, it will be essentially a local institution.

A similar service has been undertaken at a town near Nashville, Tennessee, and reading matter and a paid supervisor have been supplied to the Government nitrate plants at Mussel Shoals, Alabama. Books and periodicals have been furnished to various other industrial war work organizations in communities that could not well be served by municipal or state libraries.

Publicity

The aims of the publicity department have been:

1. To give to librarians and others who made library war service possible the information about their work to which they are entitled.
2. To make available to the War Service Committee and to give out directly to the public such information and appeals as might be expected to persuade people that they should continue to support the A. L. A. War Service with money and books.
3. To coöperate with camp, hospital and public libraries in calling to the attention of the men of the military forces the books and magazines which might serve for recreation or advancement.

This statement, the exhibits that have been held in various libraries during the year, the exhibits prepared for this conference, the facts that have been presented through the library periodicals, through our own bulletin and through certain press bulletins are representative of the channels through which information is imparted.

The library war service of the American Library Association was an exhibitor in the Allied War Exposition, running from midsummer, 1918, to March, 1919. In the section of the exposition devoted to the work of the organizations under the direction of the Commission on Training Camp Activities, was an A. L. A. booth showing the interior of a camp library and conveying pictorial information about the scope of the work as a whole. Pamphlet material was also provided for free distribution. Many of the chief cities of the country were included on the schedule of the exposition, the A. L. A. booth being given supervision and attendance through the ready coöperation of the librarian of the public library in each city.

Preceding and during the United War Work Campaign, A. L. A. War Service headquarters furnished the Finance Committee with statistics, photographs and

anecdotes suitable for publicity use in the appeal for money. Certain members of the staff were also released from time to time for such other campaign work as seemed to be required.

The appeal for books and for magazines in support of the service has been pressed constantly. Since the signing of the armistice, special efforts have been made to remind the public that so far as the A. L. A. is concerned the war is not over and that it will not be over until all the men in military service for the war emergency have been discharged.

Publicity to encourage reading in the camps and hospitals has employed various mediums. A pictorial poster, "The camp library is yours," and several placards were issued for posting throughout camps and camp areas. This sought to point out to the soldier, sailor and marine the opportunity which the library offered for perfecting himself as a fighting man. Lantern slides, to be used in the motion picture entertainments throughout the camp, carried the same message and sought also to interest the enlisted man and officer in the camp library as a place for recreational reading and for vocational study. Suggestions were passed on to A. L. A. representatives about the use of the local issue of *Trench and Camp*, the camp paper, as a means for giving publicity to the library service among the men.

After November 11 the interest in military manuals and technical books about the science of warfare ceased abruptly. The men were now chiefly concerned about their work in civil life, and those who had used the library before for recreational reading or study of military subjects turned to it now for vocational books.

The demand for books on trades and occupations was enormous without any effort at stimulation on the part of the library war service. It was apparent, however, that many of the men did not know of this practical service which the camp and hospital library stood ready to render; if the A. L. A. in its war service was to be worthy of its trust, it must spread the idea and take up its delegated share in the great work of reconstruction already begun.

To bring vocational books to the attention of the men, reading lists were issued on twenty-three of the chief vocational subjects. Each list presented an average of six titles, the choice of the book selection department, and described each book in a simple way. These lists were displayed in centers throughout the camp and hospital, arranged in racks so that a man might look the lists over at his leisure and pick out the one of special interest to him. Used in connection with the racks and posted elsewhere throughout the camp and hospital area was a placard, "Back to the job," which called attention to the helpful books on the trades and professions in the library.

Several sets of lantern slides were issued to carry this message. The most effective, perhaps, has been a set of seven showing a clear-cut photograph of a group of books on one vocational subject with an appropriate caption.

The methods employed have been simply those of legitimate advertising. Their effectiveness was limited in duration. It has been constantly necessary to replace the old methods, grown stale, with new ways of presenting the idea. A distinctive publication having this purpose is a 64-page pictorial reference book entitled, "Your job back home," which seeks to couple with an arresting photograph illustrating some trade or profession, the suggestion of a definite book on that vocation available in the camp, hospital or public library. Intensive use of this issue has been made in the camps and hospitals in America, overseas and on transports and it has also been made available to public libraries. The book was compiled and published at the suggestion of the Morale Branch of the General Staff.

Growing out of the book, "Your job back home," has been another publication worthy of mention—"The job book." This was issued at the suggestion of Frederick J. Haskin, of the Haskin Information Bu-

reau, an advertising agency reaching a large number of newspapers throughout the United States. The book is sent by the Haskin Information Bureau to readers of those newspapers who ask for it and enclose a two-cent stamp, in response to a published advertisement. The content of the book is essentially the same as that of "Your job back home." The result of its distribution is to stimulate the use of vocational books available in the public libraries and the message which it conveys has interest for the civilian as well as the man returning from military service, though it is addressed to the discharged soldier, sailor and marine.

The project of advertising aggressively the book and magazine service in camps and hospitals has received the active support of the Morale Branch of the General Staff, which has encouraged the detailing of advertising men to the library service in order that the camp librarian might have advice and expert assistance in preparing his camp publicity. Many camp librarians, whether they have received such a detail or not, have been alert in this phase of the work, keeping in touch with the activities of the camp and the interests of the men and bringing to their attention at the proper time the books on special subjects. All books on agriculture, for instance, have been displayed temporarily in a building where an agricultural lecture was to be delivered and have been discussed briefly by the lecturer, thereby bringing the books to the attention of the men.

The hospital library service does not call for aggressive advertising of the library idea to the degree necessary in camps. The hospital librarian is able to establish a direct contact with the men and to interest the individual in books or magazines through a personal knowledge of his case. Lantern slides and placards and other advertising methods are utilized, however, in so far as they prove practicable.

Much of the work of the library war service with individual men might be abruptly broken off and lost if it did not help them in their return to civilian life. For the continuance of the service, the vocational book lists, slides and "Your job back home" have been furnished in public library editions. A new poster has been prepared with the purpose of encouraging discharged soldiers to read for advancement. This is being distributed not only to camp and hospital libraries, but also to public libraries throughout the country. The Morale Branch of the War Department has also issued and distributed widely some small posters directing the attention of the men to vocational reading.

What is considered the best placed signboard in Washington, the one directly opposite the Union Station, has for months carried an advertisement of the service of camp and public libraries. A photograph of this billboard was reproduced in *War Library Bulletin*, Number 8.

A special publicity representative has been giving attention during the past few weeks to coöperation between the library war service and public libraries in providing reading matter for the returned soldiers. Loans of technical books themselves have been made to small libraries in states without library commissions or state libraries. The coöperation of various organizations has been obtained in furthering the announcement of opportunities in libraries; notably that of the Labor Press of America, through its president; of the Educational Press Association, and many of the publishers.

As a result of the various editions of "Your job back home," many letters from individuals requesting special technical books reach headquarters of the A. L. A. War Service or of the American Library Association. These are referred by the special publicity representative directly to the local or nearest library or to the state library commission. This may prove to be the beginning of a valuable information bureau service which will connect individuals with books through the nearest library agency.

All such work is done in close coöperation with the A. L. A. Publicity Committee.

Organization

Under the *general director* and the *assistant* (now *acting*) *general director*, the work is divided more or less definitely into several different groups.

The *executive secretary* is responsible for personnel, office routine, the purchase and distribution of supplies, uniforms and miscellaneous equipment.

The *disbursing officer* is responsible for the expenditure of all funds upon properly authorized vouchers, keeps the accounts and make financial reports. He is bonded and his accounts are audited quarterly by chartered accountants.

Service in America

The *assistant to the director in charge of large camps* has under his supervision all the camp and station libraries in which are maintained central libraries with an A. L. A. representative in charge and a comparatively adequate library service under our direct supervision. At one time during the last year the number of large camps was 49. There are now 34 in this classification. The largest number of branches and stations maintained in these camps at one time during the year was 1,886. The present number is 1,273.

The *assistant to the director in charge of small camps* is responsible for the library service in small camps and stations, in a few industrial war work communities and on board ships. During the year the service has extended to 604 small military camps, posts and fields, 265 naval stations, 64 marine corps stations, 13 industrial war work communities and 1,150 vessels. Service is now being maintained in 494 military camps, posts and fields, 234 naval stations, 63 marine corps stations, 12 industrial war work communities, and approximately 1,150 vessels.

The *assistant to the director in charge of hospitals* supervises all work in hospitals. The service has reached a total of 259 hospitals, 86 of which were supplied with regular librarians.

The *assistant to the director in charge of the book department* supervises the selection and ordering of books not only for all camps, stations and hospitals and vessels in this country, but for the overseas service as well. During the first several months of the year this work was divided into two departments, one person being in charge of the book selection, another in charge of the book ordering.

The *assistant in charge of publicity* edits the Bulletins, issues news letters and prepares slides, posters and articles for campaign, camp, station, hospital and general publicity. With him there has recently been associated a *special publicity representative* whose purpose is to coöperate with libraries in their efforts to serve the discharged soldier, sailor and marine.

From time to time there have been other special assistants at Headquarters who were practically independent in their own field; as, for example, one in charge of the work with the Student Army Training Corps; another in charge of personnel; and another in charge of transport libraries.

Field *representatives for camp service and for hospital service* are actually headquarters representatives who spend most of their time in the field. The number of these has varied from four to nineteen.

Library *supervisors*, usually librarians of State, public or university libraries, or secretaries of library commissions, have been appointed to give direct attention to a few large camps and to nearly all small camps, stations and hospitals in their vicinity. The territory sometimes is a whole State, sometimes only a city; and comprises anywhere from one to forty service points. In several cases Supervisors have been regularly employed by the A. L. A. War Service.

In the large camps and hospitals the library has its own representatives. In most of the small camps, hospitals, stations and on all vessels (with the exception of a few transports), the service has been administered directly by some welfare officer, chaplain or man detailed to that work.

Overseas dispatch offices have been main-

tained in eight cities and other dispatch offices in seven additional cities.

Transport librarians were placed for one or more round trips on nine vessels and were members of what was called the Morale Party.

The office of *state agent* has been continued for purposes of book collection and general publicity. The service rendered by these state agents is worthy of special commendation.

Service Overseas

An *overseas director* was in charge of this work until December when the *overseas representative*, Mr. Burton E. Stevenson, assumed the full responsibility under the general director who, since the first of January, has been in France.

The work overseas is divided roughly in the following groups:

Headquarters librarian.

Shipping department.

Mailing department.

Field representatives, camp service.

Field representatives, hospital service.

Educational representatives.

Regional libraries.

Librarians for the First, Second and Third Armies.

Central librarian for the Army of Occupation.

Mr. Stevenson's own statement of the work overseas follows this general statement.

A. L. A. representative in Siberia. A statement about the service in Siberia is printed as a supplement to this general statement, and a pamphlet comprising most of the weekly letters of the representative there is printed separately for general distribution.

Personnel

More than 800 persons were engaged in library war service during the year, not counting pasters and packers in the dispatch offices, or men detailed to library service by the military and naval authorities. The number now engaged in the service is 552. Of this number 329 are women. The total number now overseas (included in the above figures) is 147.*

(Women are now in charge of eight camps: Upton, Devens, Grant, Eustis, Bowie, Mills, Ft. Leavenworth, Vancouver Barracks; seven have served as field representatives; and they outnumber the men in responsible positions at headquarters.)

The directories that have been published from time to time give the names of most of the people who have been engaged in library war service—a notable group. The current directory, just published, will be available for distribution at the conference.

Conferences

Some weeks after the signing of the armistice, a conference was called in Washington of field representatives from the entire service—camp librarians, hospital librarians and supervisors within easy reach of Washington. The various questions raised by the change in war status were discussed fully. Representatives of the Commission on Training Camp Activities (both War and Navy Departments) of the Morale Branch of the General Staff of the Surgeon General's Office of the Army, and of the Educational Bureau of the Y. M. C. A. were present to talk to the A. L. A. representatives.

Shortly after this conference similar conferences were held in New York, Chicago, San Antonio and Atlanta, to which were invited the camp librarians, hospital librarians and supervisors for discussion of the same series of questions. These conferences were attended in each case by one field representative and one other headquarters' representative and were addressed in each case by representatives of the War Department and the Y. M. C. A.

In addition to this series of conferences, there have been small informal conferences of dispatch officers, hospital librarians, or other A. L. A. representatives from time to time; usually for the purpose of settling

*This number includes employed civilians and persons detailed to library work by other welfare organizations, as well as people sent over by the A. L. A.; but does not include Army details.

some definite question that was of considerable importance at the time.

A. L. A. War Service representatives have attended conferences of field directors of the C. T. C. A. and important meetings of the workers of other welfare organizations.

Coöperation of the Government Departments and other Welfare Organizations

The A. L. A. War Service has at all times enjoyed the full coöperation of War and Navy Department officials. It is a pleasure to report that their active interest has constantly increased from month to month.

The Third Assistant Secretary of War, Dr. F. P. Keppel; General E. L. Munson, chief of the Morale Branch of the General Staff; Major Jason S. Joy, director of the War Department Commission on Training Camp Activities; the Secretary and Assistant Secretary of the Navy; Commander C. B. Mayo and Chaplain J. F. B. Carruthers of the Sixth Division of the Bureau of Navigation, and Mr. Marion Jackson, secretary of the Commission on Training Camp Activities for the Navy, and the Surgeon Generals of the Army, Navy and Public Health Service—all have shown a special interest in the library war service and have been available on short notice and under almost any circumstances for conferences. They have offered suggestions, constructive criticism, have encouraged us to make requests from them and have generally made possible whatever seemed necessary for the good of the library war service. This coöperation has not been limited to Washington. The representatives of the Commission on Training Camp Activities and of the Morale Branch in the field as well as the officers of the camps, stations, hospitals and vessels, have in nearly every case done all that could have been expected to make our service effective.

Since November there has been increasing coöperation between the seven welfare organizations that took part in the United War Work Campaign.

In General

This statement is an account of the work, not of a few people at headquarters and in the field, but of the American Library Association as a whole. Some of us have been privileged to serve at headquarters, some to serve the men themselves in the field and on the sea, but all have found opportunities of usefulness somewhere. We, at headquarters, are grateful for the coöperation that has made the work possible.

The only expression of thanks that really counts, however, must come from the men served. That they are grateful is shown by their written and spoken words of commendation, and by their *use* of what the Association provided.

Carl H. Milam,
Acting General Director.

Appended are financial and statistical exhibits and two supplementary statements from A. L. A. representatives in Europe and Siberia.

EXHIBIT A—FINANCIAL REPORTS

AMERICAN LIBRARY ASSOCIATION FIRST* WAR SERVICE FUND

Statement of Receipts and Disbursements under Herbert Putnam, General Director
May 31, 1918, to May 31, 1919

Receipts		
Balances brought forward May 31, 1918:		
In American Security & Trust Co.	$146,412 57	
In hands of librarians and agents	33,500 00	
		$179,912 57
Credits transferred to this account in American Security & Trust Co.:		
June 19, General funds		75,000 00
July 1, Interest on deposits		4,487 78
July 16, General funds		400,000 00
Oct. 23, General funds		100,000 00
Nov. 5, General funds		50,000 00
Nov. 8, General funds		50,000 00
1919		
Jan. 1, Interest on deposits		1,499 55
		$860,899 90

Disbursements		
Buildings, Carnegie grant		$48,133 92
Building equipment, Carnegie grant		4,195 18
Buildings, general funds		13,823 39
Building equipment, general funds		4,399 38
Books		398,207 36
Binding		211 02
Book campaign		433 28
Freight		18,970 18
General equipment		48,734 86
Service, including subsistence		195,785 31
Sundry		28,888 33
Supplies		64,368 39
Travel		29,664 60
Total expenditures		$855,815 20
Balance on hand May 31, 1919:		
General funds	$84 70	
Insurance fund	5,000 00	
		5,084 70
		$860,899 90

Respectfully submitted,
William L. Brown,
Disbursing Officer.

* Note: The second war service fund became available on December 10, 1918, when the first fund was practically exhausted. The only subsequent transactions in this fund were the receipts of interest and refund of amounts advanced to librarians, and the expenditure of these receipts which properly belonged to the first war service fund.

AMERICAN LIBRARY ASSOCIATION SECOND WAR SERVICE FUND

Statement of Receipts and Disbursements under Herbert Putnam, General Director
December 10, 1918, to May 31, 1919

RECEIPTS

Credits transferred to this account in American Security & Trust Co.	
Dec. 8, 1918	$100,000 00
Dec. 12, 1918	50,000 00
Dec. 17, 1918	36,000 00
Dec. 26, 1918	200,000 00
Jan. 3, 1919	300,000 00
Jan. 14, 1919	50,000 00
Feb. 6, 1919	475,000 00
Feb. 8, 1919	75,000 00
Feb. 19, 1919	175,000 00
Feb. 24, 1919	25,000 00
Apr. 15, 1919	775,000 00
Apr. 29, 1919	25,000 00
	$2,286,000 00

DISBURSEMENTS

	America	Overseas	Total
Buildings	$18,762 33	.....	$18,762 33
Building equipm't	2,631 10	.....	2,631 10
Books	298,718 15	$727,574 56	1,026,292 71
Periodicals	40,118 70	28,415 89	68,534 59
General equipm't	32,895 27	19,878 65	52,773 92
Packing cases	.....	29,414 17	29,414 17
Freight	9,700 96	18,568 69	28,269 65
Rent	1,399 15	5,517 50	6,916 65
Services, including subsistence	252,769 69	83,285 55	336,055 24
Sundry	49,110 88	10,720 95	59,831 83
Supplies	70,612 12	12,476 63	83,088 75
Travel	25,102 23	14,294 81	39,397 04
Total payments	$801,820 58	$950,147 40	$1,751,967 98
In the hands of librarians and agents	31,525 00	97,421 59	128,946 59
Balance in American Security & Trust Co., May 31, 1919			405,085 43
			$2,286,000 00

Respectfully submitted
WILLIAM L. BROWN,
Disbursing Officer.

Total Expenditures May 31, 1918, to May 31, 1919, from both the First and Second War Service Funds:

	First Fund	Second Fund	Total
Buildings (all)	$61,957 31	$18,762 33	$80,719 64
Building equipment	8,594 56	2,631 10	11,225 66
Books and periodicals	398,418 38	1,094,827 30	1,493,245 68
Service (including subsistence)	195,785 31	336,055 24	531,840 55
General equipment	48,734 86	52,773 92	101,508 78
Supplies (including packing cases)	64,368 39	112,502 92	176,871 31
Travel	29,664 60	39,397 04	69,061 64
Freight	18,970 18	28,269 65	47,239 83
Sundry (including rent)	28,888 33	66,748 48	95,636 81
Book campaign (first fund)	433 28	.....	433 28
	$855,815 20	$1,751,967 98	$2,607,783 18

The Total Expenditures from August 17, 1917, to June 1, 1919, from both the First and Second War Service Funds, separately stated, under the various accounts, are as follows:

	First Fund	Second Fund
Buildings (all)	$309,907 18	$18,762 33
Building equipment	48,358 23	2,631 10
Books and Periodicals	609,087 06	1,094,827 30
Service (including subsistence)	280,986 80	336,055 24
General equipment	90,129 23	52,773 92
Supplies (including packing cases)	100,955 15	112,502 92
Travel	42,751 54	39,397 04
Freight	27,012 35	28,269 65
Sundry (including rent)	44,164 36	66,748 48
Book campaign (first fund)	25,000 00	.....
	$1,578,351 90	$1,751,967 98

Respectfully submitted,
WILLIAM L. BROWN,
Disbursing Officer.

AMERICAN LIBRARY ASSOCIATION SECOND WAR SERVICE FUND EXPENDITURES BY BUDGET DEC. 10, 1918, to MAY 31, 1919

America

A	Buildings and equipment (including automobiles, uniforms and general equipment)	$ 54,288 70
B	Personnel (salaries, subsistence and travel)	277,871 92
C	Books and periodicals	338,836 85
D	Administrative expenses (supplies, freight, rent, sundries)	130,823 11

Overseas

A	Buildings and equipment (including automobiles, uniforms, general equipment and shipping cases)	44,462 38
B	Personnel (salaries, subsistence and travel)	97,580 36
C	Books and magazines	755,990 45
D	Administrative expenses (supplies, freight, rent, sundries)	52,114 21
	Total expenditures Dec. 10, 1918, to June 1, 1919	$1,751,967 98

The Fund as a Whole

It will be noted that the figures given above refer only to the funds transferred to the credit of Herbert Putnam, general director. There remains in the hands of the American Security and Trust Company, as treasurer, a balance not yet transferred.

Exhibit B—General Statistics

NOTE.—Readers should understand that nearly all figures used throughout this statement (except those on finances) are estimates. Exact figures are not possible.

Service—In America	Total for year	No. June 1, 1919
Large camp and station libraries	49	34
Branches and stations in large camps	1,886	1,273
Small military camp and post libraries	604	494
Small naval station libraries	265	234
Small marine corps station libraries	64	63
Vessels supplied with books	1,150	1,150
Hospital libraries	259	145
Industrial war work community libraries	13	12
Personnel	678	405

Buildings—In America

Buildings erected by A. L. A. during year	4
Buildings purchased by A. L. A.	1
Buildings sold	7
Buildings transferred to Army	1
Buildings transferred to educational institution	1

Books and Magazines

(Most of these figures are for eleven months)

	America	Overseas	Total
Purchased	815,000	1,235,000	2,050,000
Gift books shipped	2,060,000	1,190,000	3,250,000
Periodical subscriptions	24,500	2,500	27,000
Periodicals purchased in bulk	.....	950,000	950,000

STATEMENT OF THE A. L. A. REPRESENTATIVE IN EUROPE

May 28, 1919.

DR. HERBERT PUTNAM, General Director
Library War Service,
American Library Association.

Dear Dr. Putnam—In this, my first annual report to you, I shall not attempt a detailed statement of the operations of the overseas war service. Such a statement must wait until these operations, now in full swing, have been brought to a close; you will, however, find attached a copy of a resumé of our work to April 1, 1919, submitted to General Pershing, at his request, to be embodied in his report of the operations of the American Expeditionary Forces. This is intended solely for the permanent records of the Association, and is not to be released or published until after the publication of the report of the Commander-in-Chief, of which it will form a part.

Since this resumé was written, our establishment has increased considerably, for the demands on our service seem to grow rather than to diminish. At the present time, we have in France a personnel of sixty-two wearing A. L. A. uniforms. Of these, 26 are men and 36 women; 34 of them came to France in the A. L. A. service; 16 were transferred to us by other organizations, and 12 yere discharged from the army to enter our service. A detailed statement of this personnel is attached.

This list does not include many trained librarians who are working under the direction of the A. L. A. but are paid by their own organizations, nor the A. L. A. workers who have returned to America prior to this report. The latter are: O. C. Davis, who did brilliant service in organizing the work at St. Aignan and afterwards at Le Mans; Mary Frances Isom, who organized the service in the principal hospital centers; Judson T. Jennings and E. E. Ruby, who organized the work with the Army of Occupation; William D. Davies, who was in charge of the headquarters shipping department, Mrs. Grace B. Jekyll, who succeeded him, and Pauline Fullerton, who assisted first at headquarters and afterwards with the work at Beaune. It should also be noted that, prior to his assignment to Le Mans, Mr. Emerson had supervision of the work with the First Army, with headquarters at Chaumont,

and Mr. Dudgeon, who is now in the field, was in charge of the work with the Second Army, with headquarters at Toul, until the divisions composing the army embarked for the United States.

All of the above personnel are working in A. L. A. buildings, either leased, or erected for us by army engineers. This willingness on the part of the military authorities to provide adequate quarters for our work wherever necessary has been, perhaps, the most striking evidence of the way in which the army has welcomed our service. This had its beginning in May, 1918, when the Army erected for us a warehouse at Gievres, and this has been followed by library buildings at St. Aignan, Gievres, Brest and Le Mans (two), all but one of which were subsequently doubled in size, and all of which were erected by army engineers without cost to us. The most attractive building at the A. E. F. University at Beaune was set aside for our use, and tripled in size before the work there closed. Good collections have been placed in all of them, the total number of books shipped to each being as follows, these being intended, of course, for the use of the area as well as for the building itself:

Beaune	25,917
Brest	39,526
Coblenz	178,097
Gievres	32,954
Le Mans	84,636
St. Aignan	40,335
Savenay	8,970

To the other places where we have representatives, but no buildings of our own, the shipments have been:

Bordeaux	84,307
Chaumont	50,698 (1st Army)
St. Nazaire	31,770
Toul	66,184 (2d Army)

The central collection at Paris now contains 12,000 volumes, and, of course, at all times, has the warehouse stock to draw upon. In order to handle the book distribution, we have three automobile trucks in use in Paris, two at Coblenz, and one each at Bordeaux, Brest, Gievres, Le Mans, St. Aignan and St. Nazaire.

Of course this service to our own centers is a comparatively small part of our work, for we have placed book collections, varying in size from one hundred to six thousand volumes, in 636 Y. M. C. A. huts, 41 Salvation Army cabins, 55 Knights of Columbus huts, 17 Y. W. C. A. Hostess Houses and Nurses Clubs, 7 centers of the Jewish Welfare Board, 35 Foyers du Soldat, with many other smaller welfare organizations, as well as directly with 718 military units.

Our records show that the total number of books received at the Paris warehouse, from May, 1918, to May, 1919, was 1,294,977; at the Gievres warehouse, 99,900; and 25,000 were brought to France on Red Cross tonnage, and 3,500 have been received by mail. About 1,700 cases (approximately 129,000 books) were received in England, and 12,876 were distributed there; 7,280 were sent to Russia and 1,400 to Switzerland, the remainder being shipped to France. Approximately 1,200 cases, or 90,000, were used to equip the base areas, without being forwarded to Paris; and about 200 cases, or 15,000 books, were distributed directly from Pauillac to the naval aviation stations along the coast. This makes a grand total of 1,549,933 volumes received from America.

This total, of course, leaves a very large number of books shipped overseas from America of which our records show no trace. Many, of course, were delivered directly to the Navy and used by it, without report to us; but the greater part of the discrepancy is due to the fact that, in the first six months during which our books were shipped to France, there was a loss of nearly 40 per cent on shipboard, due to the custom (very difficult to stop) of the welfare workers on board passing out the books to the men to bring into France with them. Then, too, for a long time our boxes bore a label authorizing their delivery to almost anybody who wanted them, and naturally a great number of them never came into our hands at all. (I suppose, too, that the submarine took its toll of our property as well as that of others.) There is some consolation in the thought

that these books (except the submarined ones) were, after all, used by our men—though not as effectively or economically as they would have been had they come directly under our control.

In addition to the books received from America, about 60,000 were purchased either in Paris or in England, and 1,100 were purchased in Switzerland to be sent to our prisoners of war in Germany. Finally, a total of 85,314 educational books were taken over from the Army Educational Commission.

Our record of distribution is as follows:

Total books available			1,696,347
Distributed			
In France from—			
Paris	1,228,608		
Gievres	98,500		
Pauillac	15,000		
Base Areas	90,000		
		1,432,108	
In England		12,876	
In Russia		7,280	
In Switzerland (prisoners of war)		2,500	
Discards		4,500	
			1,459,264
On hand at warehouse			237,083

The graphic map which accompanies this report indicates how generally throughout France our collections have been established.

There is one feature of our work which the resumé attached does not touch upon—the magazine service. When we opened our work in France, we found that the A. R. C. and the Y. M. C. A. had both established magazine services for their centers and for the army generally, which they were desirous of retaining, and as the problem of book distribution, which had been placed wholly in our hands, was one which demanded all our energies, no effort was made to build up a magazine service except to our own centers. But in April, 1919, a committee of the Y. M. C. A., headed by Mr. Mortimer Shiff, asked us to take over this service. This we consented to do, though somewhat reluctantly because of the feeling that the end was so near that there would not be time to organize it in a really effective manner.

Immediately upon learning that we had taken over this work from the Y. M. C. A., the A. R. C. made a similar request which was granted; and since it was evident that the whole service should be in our hands, we offered to relieve the Knights of Columbus, the Jewish Welfare Board and the Salvation Army of their magazine work. This offer was gratefully accepted by all of them, and since May 1, 1919, the entire magazine service for the A. E. F. has been under our control.

Our first task was to combine these various mailing lists into one list; our second, to build it up until we were certain that the service was reaching every unit of our army, no matter how small or isolated. The idea from the first was to establish a weekly service of unit packages direct to each organization; G. H. Q. thoroughly approved and issued a general order (copy attached) calling attention to this offer, and a great number of form letters outlining the plan were sent out from these headquarters. The hundreds of letters which have since been received from commanding officers, asking for the service, prove how welcome it is.

For the month of May it was necessary to use the bulk shipment already started on their way under the old régime; but beginning with June, we will receive our magazines in unit bundles, made up in America, and ready for distribution. This will immensely simplify the work here and will enable us to give a more effective service than has heretofore been possible.

One instance will show how heartily the military authorities are coöperating with this plan. Here in Paris there are perhaps two hundred places where a supply of magazines is needed—welfare centers, club rooms, hotels, canteens, hospitals, military headquarters, barracks, prisons—what not. The service to them has often been spasmodic and haphazard, but, at our suggestion, the Army welfare officer has detailed an officer to supervise the work, and has arranged for transportation, so

that hereafter all of these places will get a regular weekly delivery of magazines. Furthermore, the army post office has detailed an expert to each of our mailing rooms to make sure that all addresses are correct and that the bundles are properly assembled and sacked before they go out.

It is a pleasure to submit, in connection with this brief report, summaries of the work from our various representatives in the field, as well as many photographs illustrative of that work. There is also a map showing the location of the Second Army, which will indicate the difficulties we have encountered in endeavoring to reach our widely scattered men. And finally there are added a few letters of appreciation—a small selection from many hundreds of such which have come to us unsolicited from every rank, from the Commander-in-Chief himself clear down the lines. All files and records are, of course, being carefully preserved, and will ultimately be turned over to the Association, as a complete record of our work.

Respectfully submitted,
BURTON E. STEVENSON,
European Representative American Library Association.

STATEMENT OF AMERICAN LIBRARY ASSOCIATION REPRESENTATIVE IN SIBERIA

December 3, 1918, to May 18, 1919

Vladivostok, Siberia.

On November 6, 1918, I received, in Nanking, China, a cable message from the Washington headquarters of the American Library Association, Library War Service, asking: "Will you accept appointment official representative American Library Association to develop library service for American forces in Russia?" Arrangements having been effected for a leave of absence from the University of Nanking until May, 1919 (later extended to June 1), I left Nanking on November 27 and arrived in Vladivostok on the evening of December 3, 1918. The next morning I reported at the American headquarters and was assigned to work with the Expedition.

Previous to my arrival, the American Library Association had sent from the San Francisco dispatch office five shipments of books covering a period from July 23, 1918, to October 22, 1918, and approximating 6,200 volumes. A portion of these books apparently was taken over by the Y. M. C. A. for distribution, but the majority was handled by Captain F. F. Moore, morale officer. Exact records of the distribution have not been available; but books were certainly received by eighteen units and probably by more.

This distribution had been completed before my arrival. In December twenty-four boxes of old books and periodicals which had been generously donated by people in the Philippine Islands and forwarded through an American Library Association agent in Manila were turned over to me, and I was permitted to use a small storeroom opposite the post-office in Warehouse No. 3, at the Base. Later this room was roughly shelved and has proved convenient and useful as a clearing house, reference and circulating library — large names for a little place. Still later, an English-speaking German prisoner was assigned as my assistant, and has proved to be intelligent and careful.

From the welter of old books there were sorted out enough to fill ten small boxes which were turned over to the Thirty-first Infantry, the Twenty-seventh Infantry, the Evacuation Hospital No. 17, and to one or two smaller units. About an equal number of these books was given away singly or in parcels. Some three hundred have remained as an apparently irreducible minimum. Because of lack of any supply of the cards and pockets used in the library war service books and because of the condition of many of these volumes, no attempt was then made to retain control over the circulation of the books. However, several hundred were in condition to be useful as exchanges for American Library Association books previously distributed and already much read; and

later it was possible to fit some of these out with the regular cards and pockets.

The periodicals from the Philippines found a wide use. Among them were all varieties, from the *Atlantic Monthly* to the *Parisienne*, from the *Scientific American* to the *Bowler's Journal*, from the *Police Gazette* to the *Woman's Home Journal*. Some of these magazines and a few of the books were removed as undesirable, but a great majority were distributed as rapidly as possible. Since December occasional additional supplies of periodicals, including four boxes from the A. L. A., one box from the United States Soldiers' Christian Aid Association of New York, and parcels from the United States, Manila, Shanghai, and Hongkong have been received, sorted and distributed. A regular proportion of these has been given out freely from the Base library, and no records of these have been kept. The totals to date of the recorded distribution are 194 parcels and 75 mail sacks sent to fifty-seven locations.

On February 3, 1919, I received a cablegram from the Washington headquarters of the American Library Association which contained an inquiry as to the advisability of the American Library Association subscribing to periodicals for this Expedition. After consultation with the Chief of Staff, I answered: "Advise subscription periodicals Twenty-seventh, Thirty-first Infantry, permanent units." The magazines thus regularly subscribed for have not yet begun to arrive.

New cases of American Library Association books commenced to come in January. Since then 130 such cases, approximating 9,000 books, have been received by me. In addition I have purchased from Shanghai about seventy volumes on history, politics, economics, business, Russia, mathematics, medicine, and other subjects, these works being needed for special use. An appeal to Shanghai for books in mathematics and one to Nanking for books in English brought a number of donations which were given to men desiring to study these subjects. Altogether something over 16,000 books have come to the Expedition through American Library Association sources, an equivalent of nearly two books to each man.

The regular American Library Association cases received in 1919 have been unpacked at the Base library, a part of the contents retained there, and the rest repacked and distributed through the Expedition. The Base library now contains nearly 2,800 volumes, of which about sixty per cent are non-fiction. One hundred and one cases, averaging slightly over seventy volumes each, have been repacked and sent by me from the Base library. The contents of each repacked case have been chosen with some attention to the location in which the case was to be used—the selection of books for the Signal Corps, for example, being somewhat different from the selection for hospital nurses. By keeping at the Base library lists of the contents of each of these repacked cases, it has been possible to make more effective exchanges and to build up collections for larger units in which duplications could be avoided and a due proportion maintained between fiction and non-fiction. Transportation has proceeded chiefly through the Quartermaster Corps and the postal service, the assistance given by these departments being uniformly courteous, prompt, and efficient. The cases distributed have been sent to commanding officers and the arrangements for local use (whether in charge of an officer or an enlisted man, or a Y. M. C. A. secretary, or otherwise) determined by them. The number of places in which the American Library Association books, received since January 1, 1919, have been located is now forty-one.

The use of the books has been large and steady. There has been no necessity for creating a desire for reading matter in the Expedition. On November 29, 1918, Chaplain J. M. Webb wrote to Captain Moore concerning six cases received earlier in the month: "Every book, except atlases and encyclopaedias which we do not let out, was gone in twenty-four hours after the library was opened and the men were

calling for more." From one case of about eighty volumes sent out to one detachment, 330 loans were recorded from October 24 to December 7. About the middle of December, out of a collection of 200 books sent to another detachment, I found seventeen on the shelves. New shelves made for new books at one regimental library in January were practically emptied the day the books were received. Mr. F. C. Meredith, the Y. M. C. A. secretary in charge of the books with one unit, reported to the commanding officer that for the week February 10 to 16 from a collection then containing about 450 books there had been 420 loans. During March and April the Base library had 2,986 loans of books besides the steady distribution of periodicals. The reading accomplished by some individuals has been fairly phenomenal. In these two months one enlisted man at the Base took seventy-seven books and another sixty-four. Very recently an officer, handicapped by a cold, got through six books in thirty-six hours. Thus the Base library has both marathon and sprint records. Obviously most of these were books of fiction. Yet the proportion of these 2,986 loans which were non-fiction books was over twenty-six per cent. And there has been a gratifying use of the books received at the Base library for special reading in Captain L. B. Packard's lecture courses in history and politics.

The effects of this reading are not sufficiently tangible for any statistical report; and it would be rash for any single observer like myself to attempt a general statement of intangible results. An observation made by several commanding officers that the receipt of fresh books or periodicals has been promptly followed by a reduction of requests for leave of absence and by a more cheerful tone in letters home, is perhaps one straw to show the direction of the wind.

The library war service in the Expedition has at every point been favored by a remarkable degree of coöperation. It is to be remembered that these books have been the gift of the people of the United States to the soldiers and sailors, so that any thanks from the soldiers and sailors should go back to the people of the United States. The work of the American Library Association at home, as agents, has been inspiring to me in its evidences of careful planning and eager and unwearied effort. And in Siberia the lone American Library Association representative would have been pathetically helpless in trying tc accomplish anything amid strange surroundings, shifting conditions, and two thousand mile distances, had it not been for the unvarying consideration given to requests for advice and the constant and hearty response to the need of assistance of every kind which have been shown by the officers and men of the American Expeditionary Forces, Siberia.

HARRY CLEMONS,
A. L. A. Representative in Siberia.

NOTE: This is a part of the report submitted by Mr. Clemons to the Commanding General, American Expeditionary Forces, Siberia, on May 6, 1919. Names of places have been omitted. A few figures have been revised to bring the report up to May 18, the last day of Mr. Clemons' service. On May 19, the work was taken over by Chaplain Joseph S. Loughran.

A selection of letters written by Mr. Clemons to A. L. A. Headquarters in Washington has been printed separately for distribution at the conference.

HISTORICAL SKETCH OF THE LIBRARY WAR SERVICE

By Dr. A. H. Shearer, *Librarian, Grosvenor Library, Buffalo, N. Y.*

The undertaking of the American Library Association to provide reading matter and library facilities for the American military and naval forces during the war, like many another branch of war service, official and unofficial, was quite unexpected when the war began. Although there had been organizations for social and moral welfare in previous wars, such as the Christian and Sanitary Commissions during the war between the States, and the Young Men's Christian Association and Salvation Army, it was only in this war that the humanitarian spirit was linked with the realization that the understanding, happiness, and spirit of a man were vital to his military efficiency. In the United States there was also a distinct feeling, as the citizen army was formed, that the new soldier, called from his ordinary life for a different and greater service, was worthy of no less, but rather greater, opportunities for recreation and improvement than those to which he was accustomed.

Preliminary Arrangements

Consequently librarians, like members of other vocations and professions, were quick to ask what they could do to aid in the war work. The work of English voluntary organizations in supplying reading matter to the troops was known in America, and various suggestions for service began to be offered by different members of the American Library Association. As the annual conference of the American Library Association (Louisville, June, 1917), was approaching, President Walter L. Brown appointed a preliminary committee to assemble and digest those suggestions and make recommendations to the national body. This committee, consisting of Herbert Putnam (chairman), Arthur E. Bostwick, R. R. Bowker, Gratia A. Countryman, M. S. Dudgeon, Alice S. Tyler and James I. Wyer, Jr., presented a well-digested report on June 22, 1917.

The report, in addition to laying down certain general statements, which served as principles of action throughout the war, recommended the appointment of a library war service committee of seven, with power to add to its number and to create subcommittees. This committee, named at once, consisted of J. I. Wyer, Jr. (chairman), E. H. Anderson, Arthur E. Bostwick, Gratia A. Countryman, M. S. Dudgeon, Frank P. Hill, Electra C. Doren. The committee continued throughout the war, though with some changes in personnel. Dr. Bostwick and Mr. Dudgeon resigned in the fall of 1917 and were succeeded by W. H. Brett and C. F. D. Belden. Upon the death of the former, August 24, 1918, R. R. Bowker was appointed.

A number of subcommittees were immediately appointed — finance, publicity, camp libraries, state and local agencies, food information, war manual, federal publications, transportation, book selection, etc. Most of these were later merged into the general library war service organization.

Relations with the Government

The War Department's Commission on Training Camp Activities, which had been actively planning provisions for camps and correlating all forces tending to camp betterment, learning of the action of the Association on June 28, asked the American Library Association to take charge of the work of providing reading matter for the soldiers, not only by securing books and distributing them, but by providing library buildings and librarians. This invitation was accepted, thereby putting the Association in official relation with the government—a significant and vital factor in the prosecution of its work.

The situation on the 1st of July, 1917, called for the providing of library facilities in sixteen cantonments, soon increased to thirty-two, and later to forty. All realized that in time provision must be

made for the sending of books overseas. The work from July to October was directly in the hands of the War Service Committee, which held formal meetings on August 14, August 28, and October 3. In the meantime its subcommittees also were actively at work.

The immediate and important task of raising funds fell to the subcommittee on War Finance, of which Dr. Frank P. Hill of the Brooklyn Public Library was chairman, for nothing could be done without financial backing, and until the amount available should be known plans could not be effectually discussed. In order to have the benefit of the advice and coöperation of a larger number of interested persons, the Finance Committee was enlarged to seventy-three members — librarians, trustees and others—from thirty-six different localities. The amount proposed to be raised was a quarter of a million for books, and $128,000 for expenses. This amount was expected to satisfy adequately the needs of the camps as seen at that time.

The generous offer of the architect, E. L. Tilton, to design the library buildings, was accepted, and plans for the buildings were discussed and approved at one of the early meetings of the War Service Committee. An application was made (July 5th) to the Carnegie Corporation for a grant of $320,000 to provide buildings at the thirty-two large camps then in prospect. This request was favorably considered and the sum asked was granted September 14, on condition that the Association raise an equal amount.

First Financial Campaign

The plan of a money campaign now changed from an effort through libraries only to a general "drive" such as other organizations had made, an appeal to be made to the public in general for an object which might interest many who would not be reached by the librarians. At the same time librarians in various parts of the country were consulted in regard to local campaigns. A wider appeal was evidenced in the appointment by the Secretary of War of a Library War Council to assist the War Finance Committee. The council consisted of men and women of affairs nationally prominent, who saw the need and were willing to give their services to aid the cause. These members were Frank A. Vanderlip (chairman), Asa G. Candler, P. P. Claxton, J. Randolph Coolidge, Jr., Mrs. Josiah E. Cowles, John H. Finley, James A. Flaherty, E. T. Stotesbury, Theodore N. Vail, and Harry A. Wheeler.

Up to this time the small amount subscribed through a Dollar-a-Month Club and others had been sufficient to carry on the work of the War Service Committee, but in promoting a countrywide campaign large expenses would be entailed. Through the efforts, therefore, of the War Finance Committee, libraries and individuals combined to underwrite the proposed financial "drive" and together with a loan of $25,000 from the Rockefeller Foundation, raised $44,700, which amount, after being used to meet the expenses of the campaign, was returned to the subscribers from the proceeds. An experienced campaign director was employed. Headquarters were established without expense to the Association, at the Public Library of the District of Columbia, twelve field directors were appointed, and the local campaigns were started. A proposed library war manual took shape in a *War Library Bulletin* which kept librarians and others in touch with the situation and gave instructions for the campaign.

Washington Conferences

On August 14 the War Service Committee and the Executive Board of the American Library Association met in Washington. At this meeting it became evident that the resolutions adopted at Louisville were far too limited for effective work by the War Service Committee under the now changed conditions of vastly enlarged projects. The Executive Board therefore authorized the committee to proceed with the work in accordance with the request

of the Commission on Training Camp Activities in its letter of June 28; that is, that the committee solicit funds for books, salaries and expenses; and that it follow a certain procedure in its financial operations.

At a larger meeting attended by librarians and trustees, and addressed by Raymond B. Fosdick, chairman of the Commission on Training Camp Activities, by Dr. P. P. Claxton and J. Randolph Coolidge, Jr., of the Library War Council, the goal was set at a million dollars, that amount being agreed upon as necessary.

A Million Dollar Budget

This decision started the money campaign off enthusiastically. Although the amount seemed large in view of first plans, it was in reality small in comparison with what other organizations had asked.

The "drive" was held for the week of September 24, 1917, starting sooner in some places and in others continuing later. The appeal was not uniform, for methods had to be learned and applied to local conditions. In some places it required education as to what the American Library Association was, as well as reasons for supplying books to soldiers. The result, however, was far beyond the million asked. On April 1, 1918, when the final accounts were settled, the total was $1,749,706.31, the expense of the campaign being a little over four per cent of this amount.

By October 1, the Association having become assured of a fund sufficient to carry on its work, the next important move was to centralize the administration and service. This feat was accomplished by the action of the War Service Committee on October 4 in asking Dr. Herbert Putnam, Librarian of Congress, to take over the general direction of the work. The definition of his powers included appointments and salaries; the determination of all questions concerning buildings and equipment; the contracting for supplies; the selection and collection of books; and the determination of relations with other organizations. The financial provisions included the submission of an annual budget and monthly statements, the appointment of a depository, of an executive secretary, and a disbursing officer, and the arrangement of a financial routine. Headquarters were established at the Library of Congress without expense to the service. By November 17 most of the subcommittees had been dissolved, their work being either ended or placed in the hands of the headquarters organizations.

Personnel

Gradually the number of the staff increased. From the beginning to January 1, 1919, there served from time to time at headquarters, in the camps, at the dispatch offices and overseas, seven hundred and seventeen persons—three hundred and fifty women, three hundred and sixty-seven men.

LIBRARY WAR SERVICE ORGANIZATION

	On the following dates: Oct. 4, '17	Jan. 1, '18	June 20, '18	Jan. 10, '19
Headquarters				
Administrative...	3	7	12	24
Clerical		10	34	38
Camps		(33)	(45)	(47)
Librarians, assistants and organizers	12	62	145	170
Dispatch offices		(1)	(6)	(15)
Agents		1	6	42
Assistants		2	17	12
Hospital service				
Librarians		..	24	71
*Field representatives				
Camp and hospital		..	6	4
Overseas		..	2	28
Total	15	82	246	389

Many were volunteers, some paying all of their expenses, others serving for living expenses only. Some were released by their home libraries with their salaries continued, the libraries considering this their contribution toward winning the war. Other libraries having but a small

*Three camp and four hospital field representatives *under appointment* on January 10, 1919.

NOTE: There were also on January 10, 1919, 63 supervisors in different parts of the country who were doing important work on part time with the war service in addition to their regular library duties.

margin of funds, substitutes had to be secured. In other cases, legal obstacles standing in the way, salaries had to be met by the library war service itself. The devotion of the staff could not be measured in terms of money, however, for nearly every one disregarded hours and, if necessary, worked overtime seven days in the week. The personnel frequently changed, librarians coming for a few weeks or a few months, but the continuity of the work suffered less than might have been expected as one took up duties where another left off and applied his own library practice to work that was similar, although specialized for a particular purpose on a larger scale. At headquarters, the expert force of the Library of Congress was always at hand for advice, and many of its members spent generous extra hours in war work.

Among the powers given to the general director was that of establishing relations with the War and Navy Departments and with other organizations. With these departments there was frequent communication. To Miss Caroline Webster fell the duty of making the first arrangements for library work in the hospitals, to Dr. M. L. Raney the task of going abroad and negotiating with Admiral Sims and General Pershing for privileges and powers for work among the sailors and soldiers overseas. With the welfare organizations no difficulty was encountered in establishing mutually satisfactory arrangements.

Such is the outline of the organization. It has been an emergency measure, and as such has had its unsatisfactory features and its shortcomings, but without it any attempted distribution of books would have been irregular, unequal to emergencies, and a failure at critical times. Through it the collection and distribution of reading matter, and the maintenance of library service was possible.

The Call for Books

The need for books led to a continuing and at times an intensive campaign. Every book given left money free for other purposes and the conviction of those who urged this activity was amply justified by the result. Early in the summer of 1917 books were collected and made available for camps, having been collected by state and local organizations, which at first acted on their own initiative and later under the direction of subcommittees appointed by the war service committee. The first books came in fairly large quantities and before the American Library Association was prepared for the work in the camps were placed in the Y. M. C. A. huts and cared for by their secretaries. Following the money campaign of September, 1917, came an intensive "drive" for books. Again in March, 1918, came a better organized, more widely advertised and more successful campaign. A feature of this campaign was the poster, the artistic designs being the contribution of Charles B. Falls. All over the country people gave their books, the more willingly since they had been brought to see the value of books to men who were preparing to help win the war. Up to December 31, 1918, the total number of gift books was 3,987,440.

These books were of all kinds. Some few, the "Elsie books," and the *Undertaker's Review*, were unsuitable, but since the men asked for nearly everything and since donors in the main exercised discrimination, the percentage of rejected books was small. Some of the gifts were collectors' rareties and were sold for far more than the price of their reading value, the money thus obtained being used to buy other and more suitable books. The books were sent to designated libraries and thence distributed to camps or overseas according to instructions from headquarters. Shipments were permitted by quartermaster freight and hence greater speed and economy were secured. At some point before reaching the soldiers, either at the home library, or at the collecting point, or perhaps at camp, the books were prepared for circulation. In some cases they had been inscribed by their donors, in others bookplates were inserted by individuals or

libraries. Nearly all received the attractive A. L. A. bookplate which had been designed from the poster by Mr. Falls. The books also received the book pocket, charging card and shelf-list card. Fiction was generally listed by author and title, and non-fiction roughly classified for the convenience of the user as well as for the assistance of the librarian. Fiction naturally was the chief gift and the supply from the two drives was in the main sufficient with the continuing inflow, until the armistice caused the cessation of nearly all such gifts.

Book Buying

The purchased books up to December 31, 1918, numbered 1,709,377. The need for purchasing was speedily seen after the camp libraries were in operation. Special books for special purposes were wanted which the interested public did not have or did not imagine could be used. Negotiations with the publishers brought favorable discounts from nearly all—often 40 per cent and 50 per cent—so that to the Association the cost was practically that of making the book. This contribution was the service of the publishers toward the winning of the war.

Magazines and Newspapers

A great demand arose also for magazines, a large number of which were given early. Of these some proved to be too old, and others unsuitable. The order of the Postmaster-General by which a one-cent stamp, without address would carry a magazine to the soldiers proved of great value. These so-called "Burleson magazines" were distributed by the postoffice according to prepared directions. At first they went to Y. M. C. A. secretaries. Later they were sorted and distributed by camp librarians. A lack was felt, however. Story magazines need not be new, but information periodicals must be fresh. A list, therefore, of forty-five popular and technical magazines was compiled and ordered for all A. L. A. camp libraries. In addition, a list of eleven magazines was provided for huts of any organization giving library service. The desire for newspapers was also great. The metropolitan dailies were supplied for all camps and selected papers from different sections of the country. Copies of papers in places near the camps were often furnished free by the publishers.

Second Financial Campaign

As the war continued and the work extended, the need for more funds began to be realized, and plans were laid for a second financial campaign. Up to June 1, 1918, nine hundred thousand dollars had been spent in eight months' work, and it was evident that December would see the end of the remaining funds. A Finance Committee was appointed with Dr. Hill again chairman, the budget carefully prepared, and plans made for organization and direction. Three and one-half million dollars was decided upon as the amount to be raised, a million books and magazines, a million for service, the balance for additional buildings, equipment, and supplies. The *War Library Bulletin*, under the title of *War Libraries*, was directed widely to those interested.

Other organizations, however, were preparing for like campaigns in the fall and winter and it was quite evident that in many places the same men would be called upon to manage the campaigns and the same people would be asked for contributions. The idea of a united campaign then took shape and when thoroughly understood was accepted and heartily approved. Four organizations joined first, then by the President's letter of September 3, three others were added in the "United War Work Campaign." The time set was November 11-18, and the goal $170,500,000. This was the largest amount ever asked for as a gift for any purpose, but the figures were based upon established facts, and as the public had become acquainted with the services of the welfare organizations, the amount was not judged excessive.

The campaign committees were composed of representatives from the seven organizations, Frank A. Vanderlip being

A. L. A. committeeman on the central committee at New York. By the end of the campaign, differences of organization had almost entirely disappeared in the one end —the welfare of the soldier and sailor administered to by the organization best fitted. The desired sum was over-subscribed by thirty-five million, the total subscription being two hundred and five million dollars, of which the share of the American Library Association was about four million.

The money raised in the two campaigns, as well as the books, were to aid in carrying out the plan of placing reading matter in the hands of the country's fighting men. All the details of administration, the personal service, the buildings and eqripment were for that specific end. Five million books were given and purchased for this purpose and an equal number of magazines. These found their way eventually to every large and small camp, to the men overseas and to hundreds of places where soldiers, sailors and marines were stationed.

Camp Library Buildings

The needs of the large cantonments were the first object of provision. Locations for buildings had been secured on the cantonment plans early in the movement and the buildings were constructed in the fall and winter of 1917-18. They were of wood, one story high, plain but well suited for the purpose. The plans called for a building 40x120 feet, but a number were smaller (40x93). Some had extensions added later. The charging desk faced the entrance as in the usual home library. Shelving for from ten to fifteen thousand volumes was arranged in alcove form. Comfortable reading chairs and tables were provided, the War Department heating and lighting the buildings. Some of the libraries had open fireplaces, while others claimed different features of attractiveness. Quiet was observed and altogether the library was different from any other place in camp. Here two hundred officers and men could read comfortably, or books could be taken to tents or barracks.

Camp Librarians

To each large camp was assigned a librarian and one assistant. Often there were two or three, and sometimes more assistants. In some of the libraries assistants came for the day from the neighboring cities (as at Camp Zachary Taylor, from Louisville, and at Camp Sherman from Chillicothe). In such cases women were permitted, and as time went on and conditions settled, women were allowed by the War Department to be the librarians in several instances. The usual hours of the camp library were from eight in the morning to ten at night, but the busiest time was from five-thirty throughout the evening. The Association did not favor asking for enlisted men with library training to serve as librarians or assistants, nor exemptions from the draft for men in library war service. Some of the camp librarians served only a short time, others went from post to post. Still others stayed until the men in training had changed, several times over. One of these, familiarly known by his first men as "Dad," was written to by them as to a father after they had gone overseas. He was an example of the general character of the librarians, efficient but human, essentially one with the other welfare secretaries, dovetailing his work in with theirs.

Branch Libraries

The A. L. A. soon found that it must place books in other buildings than the main library buildings, for the way was often long from the far end of a camp to the library. It therefore established branches in many of the recreation huts of the "Y" and "K. of C.," the welfare secretaries looking after the books. Three hundred volumes or more was the general quota for these branches. In addition to the branches there were numerous stations where smaller collections of books were placed and frequently changed. A monitor was usually appointed but sometimes the men drew the books and

charged them themselves. It was the hope that every company might have a station, as well as the barracks, mess halls, officers' clubs, division and regimental headquarters.

Quarantined men were supplied with reading matter that was afterward burned. Nor were the prison and guard-houses neglected.

Publicity within the Camps

It was not sufficient merely to provide the building and books, for there were thousands of men who knew nothing of a library or how to use one. Library advertising was necessary to reach these men and it was used in many forms. Each building bore a large placard sign and a roof sign which was lighted at night. Camp library picture postcards were provided, placards for the A. L. A. work, colored posters "Use your camp library" for display in barracks and other camp buildings, and small circulars for distribution to soldiers and visitors. "Stories" and book notes were to be found in the camp papers. Notices and bulletins calling attention to the library as an aid in military training were issued through division headquarters, book displays with placards were made at conspicuous points, with other devices used to bring books to the attention of the men.

Extending the Field

The large camps provided for, it became evident that a considerable number of small camps and other units must be given reading matter if the purpose of the library war service was to be carried out. The plan for these smaller camps was the same as for the branches and stations in the large camps. The huts of the other welfare organizations and shelves in barracks and mess halls were utilized. Since these units were usually too small for each to have a librarian, supervisors were appointed. Some of these gave full time to supervising a number of small libraries, while others were neighboring librarians who watched conditions, solved problems and reported new needs to headquarters. Thus the libraries went to small and special camps, such as aviation fields, observation, transportation and medical units and isolated guards. Nor were the men doing monotonous guard duty on the Mexican border forgotten. To them traveling libraries from the Association headquarters at El Paso and San Antonio came as a great boon. The work was rapidly extended to naval stations and to ships, to the naval bases along the Atlantic coast, the naval radio stations, the training stations for men and officers, the naval hospitals and hospital ships. Then gradually the distant stations, military, naval and marine, in Guam, the Philippines, Porto Rico, the Canal Zone, Hawaii, Alaska, the Virgin Islands, began to receive books. Even the little submarine patrols along the coast were supplied with frequently exchanged boxes, while the large convoys and battleships were provided with regular libraries. Many of these stations and ships had been provided with books before, but a *systematic* extension of library service was the new feature of the work.

Another field was the Student Army Training Corps. Its early demobilization, however, soon ended the work. The need was mainly for reference books and books on military science at colleges without adequate library facilities, but there was also a need for recreational reading, especially for magazines. For this need the A. L. A. was preparing when the corps was demobilized.

Going Abroad

The work in the training camps dealt with the men only in the first stage of their call for service abroad. When the time for preliminary training was ended, the men were moved to embarkation camps. On the troop trains boxes of books and magazines were placed, usually under the care of the Y. M. C. A. secretary. At Camp Merritt and Camp Mills provision was made for reading matter for the men who were waiting under strict camp regulations for embarkation.

On board ship recreation became a

necessity. This necessity the welfare organizations provided, the American Library Association doing its part. Boxes of books, 125 in each and a box to every thousand men, were placed aboard each transport in the care of the chaplain or welfare secretary. The books were used on board and then cased again on the other side for use at the front. Magazines supplied at this time were generally worn out by the time they reached the other side. This provision of reading matter for the long and tedious voyage proved to be one of the most important and appreciated efforts of the service.

As the men went overseas the library war service entered upon new work under new conditions. In order to have books accompany them, not only on the transports but to their final training camp and to the firing line, overseas dispatch offices were opened—at Hoboken in January, 1918, at Newport News in March, and later at other places.

The Work Overseas

The privilege of supplying books overseas was secured, and early plans developed, by Dr. M. L. Raney of Johns Hopkins University, who went abroad in February, 1918. Later arrangements were made by Burton E. Stevenson, of Chillicothe, the Association's European representative, and Dr. Putnam himself. Dr. Raney, after interviewing Admiral Sims and securing a pass, visited many naval points, finding everywhere that the men not only wanted books, but clamored for them. Books were wanted at the naval aviation stations, on the vessels of the convoying fleet, at the naval bases, at the mine-sweeping bases, and on the battleships. The work of filling this demand for books on the part of the navy was begun immediately, either by shipments from America or by purchase in England.

With the army, overseas, Dr. Raney found similar conditions and desires. Letters home, newspapers and books describing life at the front, gave evidence of times of leisure and times which created a great desire for reading or study. But the situation abroad was not the same as in the training camps in this country. The army in France was in the fighting area where encumbrances were discouraged. The Red Cross and the Y. M. C. A. both appreciated, however, the possibilities of assistance from the library war service and officially endorsed the Association's plans. Dr. Raney, conferring with General Pershing, received an official order which centralized the supply of books in the A. L. A., and granted space for fifty tons of books a month on the transports.

Fifty tons of books a month seems a large amount; whole American libraries could be sent over every month and yet not fill the space. It sounded large, indeed, but it was needed and has been more than used. The books as they arrived were distributed according to agreement first by the Red Cross and Y. M. C. A., then later also by the Salvation Army, Knights of Columbus, Jewish Welfare Board and Y. W. C. A. Books and magazines were sent everywhere. They were sent to the front line trenches and used by the men on duty while waiting for the order to go over the top; in the reserve areas just back of the front, in huts or other places of shelter; in the disintegrating areas; in the training camps where men were fitted for transfer to the front; in the rest areas; at the points of debarkation; and in the more isolated places where the foresters and engineers worked.

As the knowledge spread that books were available, request for them came from all quarters, so that the A. L. A., after securing from General Pershing franking privileges, was enabled to send books to all points where the American postoffice reached.

Through the agency of the Red Cross, books have been sent by way of Switzerland to our prisoners of war in the various prison camps of Germany. To them reading matter was an especial boon, helping them to keep their mental balance through the terrible ordeal.

The overseas work in charge of Burton E. Stevenson was centered at headquarters established at 10 Rue de l'Élysée, Paris. Here a central reference and circulating library of about 10,000 volumes was organized with offices of administration. A medical reference library was also built up. The staff increased from two in June, 1918, to twenty-eight by the end of the year. The quartermaster department provided a warehouse for reception of books from the transports, whence they were distributed at will. Books have also been sent to the American Expeditionary Forces in Italy, Archangel and Vladivostok, work at the latter point being in charge of an A. L. A. representative dispatched especially for the work. In short, it has been the aim of the library war service to provide books and library facilities to American soldiers and sailors, wherever they may be found—at home, abroad, in camp, on shipboard, in out-of-the-way corners of the world—everywhere.

Effect of the Armistice

After the signing of the armistice, reading matter was wanted just as much as ever, but it differed in kind and distribution. Books were needed for the transports on their return voyages, the Army of Occupation needed books to take with it into Germany. In the time of waiting in camps before demobilization, books were needed for educational work. This need was met by the library war service with both general books and special vocational books. In the Navy even greater opportunities offered themselves for a more regular and systematic educational service on naval vessels and for work at the Naval Officers' Training Schools.

Hospital Libraries

There was also the man sick or wounded for whom the medical service had provided ample hospital facilities, but who needed mental recreation as well. The shellshock men needed short stories, simple and easy to read, the extremely weak men who could not hold or pay attention to books, needed scrap books. The surgical cases, mentally alert, soon ceased to be satisfied with recreational books and wanted serious matter, frequently of the vocational and re-educational type. For the hospital patients special librarians with their assistants were provided—always women, permission to install library service being obtained from the Surgeon-General, the Navy Department and the Red Cross. The library service, in fact, has everywhere been welcomed, and by its reciprocal relations with other agencies, looked upon as an important part of the curative and re-educational work.

What the Men Read

Besides interest in the question of how the books were secured and distributed to the men, there has always been a desire to know what the men wanted to read. A book selection committee early compiled a list, never using it in its fullness, however, as the supplies to the camps were mainly conditioned on the reports of the camp librarians and on specific requests. In these reports and requests fiction naturally took the first place. This was to be expected, since it was in hours of recreation that the library would be called upon most. The fiction called for, however, was good fiction, detective stories, stories of adventure, stories of the frontier, love stories being by no means unpopular. Zane Grey was perhaps the most popular author, but there were other favorites: Harold Bell Wright, Conan Doyle, Jack London, Rex Beach, Kipling, Conrad, O. Henry, Mark Twain, McCutcheon, Tarkington, Haggard, Oppenheim and Chambers. Most of the men wanted a happy ending to their stories. Stories of the localities from which the men came also possessed an absorbing interest.

Besides fiction there was always a strong demand for non-fiction of all kinds, and a recital of some of the subjects indicates what has been going on among the men in the army during this unusual period of enforced absence from home. On the one hand were the illiterates, not a

large proportion, but some in every camp, especially camps recruiting from Florida and the southern mountains. The Y. M. C. A. started classes for these men, and as books were needed, the libraries supplied them with primers and easy readers.

At the opposite extreme were the well-read, the studious, the college-bred. In this class Shakespeare was always wanted. Poetry was a subject which some renewed and many others became acquainted with for the first time. Dramas, especially the modern plays, were eagerly read and amateur theatricals, not only the plays, but books of instruction, were provided. The same was true of concerts and athletic entertainments. Religious books were frequently called for and were supplied, but not those of a sectarian nature.

There was also that class of soldiers to whom increasing attention has been drawn and for whose return many agencies are preparing—the foreign born who can speak or read the English language only imperfectly or not at all. The work of Americanizing these men made its start in the camps, for the need was evidenced by the great call for books in other languages. Yiddish, Polish, Italian were perhaps most called for, but Dutch, Roumanian, Slovak, modern Greek, Bohemian, Syrian, Turkish books were asked for and supplied as far as it was possible. Books on the war itself were asked for at one time or another by nearly every reader. If a man had no previous interest, he was generally aroused by lectures and pictures to an interest in the war, its causes and its objects. Histories of the warring countries, books of travel and guidebooks (for a time there was a great demand for Baedekers), maps, French books of all kinds, particularly grammars and easy readers, and war books in the stricter sense—not only those on the background of the war and the events leading up to the outbreak of hostilities, but early accounts and personal narratives. Enough of these could not be supplied, but from the day of the armistice the demand ceased outright. The war was no longer a matter of interest; it had been a bad job which must be finished, and it could be finished best with the fullest knowledge of its life and conditions; but the job finished, few wanted any longer to read about it.

Books of a serious character were also demanded by the soldiers. Men who had become interested in their work, men who looked forward to advancement, men who had been sent to special camps for study, demanded books of an advanced grade along military and technical lines. French books, books on mathematics, books on special subjects were wanted. Books on all sorts of trades were asked for by the quartermaster's training camp at Camp Johnston, naval subjects were asked for at Pelham Bay and Newport, artillery books were called for at the training schools, arithmetics, algebras and geometries for machine gun companies, aviation books at the flying fields. The question of supplying textbooks became indeed a serious one. It was decided finally that books wanted by men for classroom use could not be supplied, but books wanted for individual efforts or for reference work, the service would secure quickly and in sufficient quantities. For officers as well as men the service supplied books, some of the highest technical nature. In some cases books were borrowed from public libraries.

After November, 1918, not only were fiction, educational and vocational books supplied in greater numbers for men on active duty and for those returning home and in the hospitals, but preparation was made for shipments of the best current books on all subjects, such as a public library of today would secure for itself, so that the men might read abroad or on shipboard what they would find in the public library at home.

The library war service, an inspiring service to all engaged in it, reached its climax after hostilities had ceased, and a full account of its activities and an estimate of its results cannot be written until a later time. The present short narrative

of processes, organization and general scope ends with January 1, 1919, while the work is yet at its height.

BIBLIOGRAPHY OF A. L. A. WAR SERVICE

Books, Pamphlets, etc.

A list of books, pamphlets and articles relating to the activities of the American Library Association during the war.

American Library Association, Library War Service. Camp Library Handbook (1918). 51 pp., typewritten.

American Library Association, Library War Service. Information Circular No. 1. Nov. 20, 1917—

American Library Association, Library War Service. The Library War Service of the American Library Association. Jan., 1919. 28 pp., typewritten.

Report prepared for the Commission on Training Camp Activities.

American Library Association, Library War Service. *Press Bulletin*, weekly. Feb. 2, 1918—

American Library Association, Library War Service. Soldiers, sailors and books. (Wash.), 1918. 32 pp.

Booklet of information prepared for United War Work Campaign.

American Library Association, Overseas War Service. Suggestions for Camp Library Service. (1918). 4 pp.

American Library Association. Papers and Proceedings, Louisville, Ky., 1917, Saratoga Springs, N. Y., 1918. (Bulletin of the A. L. A., Vol. 11, No. 4, Chicago, July, 1917, and Vol. 12, Chicago, Sept., 1918.)

American Library Association, War Finance Committee. Library Service for Soldiers and Sailors. The Story of the Million-Dollar Campaign of the American Library Association (1918). 22 pp.

American Library Association, War Service Committee. Report. Albany, 1918. 60 pp.

Includes report of the War Service Committee, June 30, 1918, pp. 5-12; statement by the general director, Oct. 4, 1917-June 30, 1918, pp. 13-28; minutes of meetings of the War Service Committee, pp. 29-59.

Koch, T. W. War Service of the American Library Association. 37 pp. 1918. 3d ed., with foreword by Herbert Putnam. July, 1918. 40 pp., illus.

Koch, T. W. War Libraries and Allied Studies. New York, G. E. Stechert & Co., 1918. pp. xxii+287. 87 plates.

Library Journal. Monthly. May, 1917-Dec., 1918.

Articles, editorials and news notes in each number.

Library War Council. How to Conduct the Campaign for Libraries for Our Soldiers. Wash. (1917).

Library War Council. Libraries for Our Soldiers and Sailors. Wash. (1917).

Public Librarics. Monthly. May, 1917-Dec., 1918.

Articles, editorials and news notes in each number.

War and Navy Departments Commissions on Training Camp Activities. Wash. (1918). 32 pp.

A statement of the commissions and the welfare organizations.

War Libraries. Vol. 1, Nos. 1-4, Aug. 22, 1918-Oct. 10, 1918.

War Library Bulletin, Vol. 1, Nos. 1-7, Aug., 1917-July, 1918.

Periodical Articles

A. L. A. in Paris. *Bookman*, November, 1918.

American Library Association. F. P. Stockbridge. *Overland*, November, 1918.

The American Library Association War Service. *Dial*, May 23, 1918.

Army's Index. *Literary Digest*, September 21, 1918.

Book and the Soldier. *Outlook*, April 3, 1918.

Books and Bullets. Theodore W. Koch. *American Review of Reviews*, November, 1918.

Books for Our Men in the Army and Navy. *World's Work*, April, 1918.

Books for Soldiers and Sailors. *American Review of Reviews*, November, 1918.

Books for Soldiers and Sailors. *St. Nicholas*, May, 1918.

Books for the Soldiers. *Literary Digest*, July 21, 1917.

Books for the Soldiers. *Literary Digest*, August 11, 1917.

Books Wanted Over There. *Literary Digest*, April 6, 1918.

Draft Army of Books. M. J. Moses. *Bookman*, February, 1918.

Editorial. *Saturday Evening Post*, September 7, 1918.

Educational Opportunities of Soldiers in Camps. W. L. Brown. *Southern Workman*, June, 1918.

Halt! What Book Goes There? M. J. Moses. *Nation*, March 21, 1918.

Leaves from a Camp Librarian's Notebook. W. F. Seward. *Bookman*, November, 1918.

Library War Service. *School and Society*, August 17, 1918.

Not Enough Books for the Army. *Literary Digest*, October 19, 1918.

Reading at the Front. Eveline W. Brainerd. *Independent*, January 19, 1918.

Three Million Books for Army's Readers. *Stars and Stripes*, June 14, 1918.

Uncle Sam: librarian. C. O. S. Mawson. *Bookman*, October, 1918.

Wanted—A Book for Every Man Over There. H. H. Moore. *Outlook*, October 16, 1918.

War Service of the American Library Association. *Dial*, January 31, 1918.

What Books are Doing to Americanize Soldiers of Many Races. G. F. Worts. *Outlook*, October 2, 1918.

What Do "Our Boys" Want to Read? *Ladies Home Journal*, November, 1918.

What Do Soldiers Read? *Nation*, October 25, 1917.

What the Men Read—and Why. (Chapter in "Keeping Our Fighters Fit for War and After," by Edward F. Allen, 1918.)

What the Soldier Prefers to Read. *Literary Digest*, August 28, 1917.

What the Soldier Reads. *Literary Digest*, November 10, 1917.

When Johnny Comes Marching Home. Harrison Rhodes. *McClure's*, January, 1919.

APPENDIX A

MINUTES OF THE MEETINGS OF THE WAR SERVICE COMMITTEE

Grand Union Hotel, Saratoga Springs, N. Y., July 3, 1918

Present: James I. Wyer, Jr., Edwin H. Anderson, Charles F. D. Belden, William H. Brett, Gratia Countryman, Electra C. Doren and Frank P. Hill (being every member), Herbert Putnam, general director; George B. Utley, executive secretary, and, later in the meeting, Thomas L. Montgomery, president of the American Library Association.

Minutes of meeting of June 8, 1918, approved as sent to members in typewritten form.

Audit—*Voted*, That upon advice from the A. L. A. Finance Committee that the audit by Marwick, Mitchell, Peat & Co. of the Library War Fund handled by the American Security & Trust Co from its inception to May 31, 1918, and of the books and accounts of the general director from October 4, 1917, to May 31, 1918, is correct, that the bill of $433.75 to the same company be paid from the general fund of the War Service Committee.

Funds—*Voted*, That the action of the chairman in notifying the American Security & Trust Company that the committee does not wish to reinvest any part of the $500,000 credited to its account on repayment on June 25, 1918, of United States Treasury certificates of the same amount due that date, be the action of the committee.

After discussion and without objection, it was taken as the sense of the committee that the goal for the "American Library Association second war service fund" be $3,000,000.

War Finance Committee Recommendations

On consideration of recommendations from the Library War Finance Committee it was

Recorded as the sense of the committee that the approaching financial campaign be conducted independently.

Voted, That the People's Trust Company of Brooklyn be designated as depository for the funds collected in the "American Library Association second war service fund" campaign.

Voted, That the first library war fund be closed on August 1, 1918, and that amounts received by the treasurer of the A. L. A. on and after that date be credited to the "American Library Association second war service fund."

Voted, That the general director be requested to furnish at an early date an explanatory statement showing the probable expenditures of the sum proposed to be raised in the approaching campaign, namely, $3,000,000.

Voted, That the chairman, in consultation with the general director, be authorized to prepare an application to the Carnegie Corporation asking for such funds as they deem desirable for additional buildings and additions to existing buildings.

Second war service fund—*Voted*, That in the campaign for the "American Library Association second war service fund," specific provision be made for other forms of library war service than the supplying of books to the military and naval forces of the United States.

Voted, To re-enact in the form approved by the Executive Board (on July 1, 1918) the vote passed by the committee on June 8, 1918, and recommended to the Executive Board for approval, the vote authorizing a second campaign; the vote in its final form to read:

Voted, That the following action of the War Service Committee be recommended to the Executive Board of the American Library Association for its approval;

That the War Service Committee of the American Library Association, through its Subcommittee on Library War Finance, be authorized to conduct a second financial campaign, to solicit funds in the name of the American Library Association for the purpose of providing books and personal library service to soldiers and sailors in

this country and abroad and for carrying on such other activities as are manifestly related to library war service. The funds so collected shall be styled "The American Library Association second war service fund."

Supplementary budget—The general director submitted the following supplementary budget for action by the committee:

Service	$100,000
Books, magazines and bindings	150,000
Miscellaneous (including buildings)	150,000
	$400,000

It was thereupon

Voted, That the American Security & Trust Co., as treasurer, is authorized and requested from the A. L. A. War Service moneys in its hands, to transfer to the account of the A. L. A. War Service fund, Herbert Putnam, general director, the sum of four hundred thousand dollars ($400,000) in addition to all similar grants heretofore authorized.

Adjourned.

Attest:

J. I. Wyer, Jr.,
Chairman.

Lake Placid Club, Essex County, N. Y.
September 24, 1918

Present: James I. Wyer, Jr., Charles F. D. Belden, Frank P. Hill, Gratia A. Countryman and Electra C. Doren (through proxy held by Linda A. Eastman), a quorum of the committee, also William W. Bishop, President of the A. L. A.; Herbert Putnam, general director; George B. Utley, executive secretary, and Florence A. Huxley, by invitation, as representative of R. R. Bowker.

Minutes of meeting of July 3, 1918, were approved as sent to members in typewritten form.

The following memorial minute was read and unanimously adopted by a rising vote:

WILLIAM HOWARD BRETT

In the death of William Howard Brett, the library profession has lost a great leader and the War Service Committee of the American Library Association an ardent and untiring member. He was a pioneer of the social and democratic spirit in a new field of educational and community service—the public library—and his contributions in almost every line of endeavor within this institution's scope have been significant and epoch-making. He introduced cumulative indexing and proved it practicable, and triumphantly justified his early faith in the open-shelf system: conceived upon the broadest scope, library and school coöperation; developed the branch library system; fostered library instruction; built into library architecture the principle of response to both community and administrative needs; in library legislation he was a recognized authority. Through the Cleveland Public Library's work, through state and national library associations, for a generation he spread the spirit and ideals of a new force in education and society. But to the city whose life he has enlarged and adorned through its public library, and to others of his colleagues belongs the memorializing of these manifold and generous labors.

To the War Service Committee there remains the distinction of recording the noble and self-sacrificing service which he rendered to his latest hour in the newest and, to him, the most deeply significant development of that profession to which he had already devoted a lifetime.

From the beginning of the war, and long before our entrance into the world conflict, he was vitally concerned as to its issues. He entertained no hesitations and no doubts as to the course which we should pursue as a nation. His fighting spirit as expressed in his own field, whether by good generalship, by fine sense of relationships, or in generous rivalry of service, was throughout his life, always clear and definite in its objective. And action—direct, personal, and constructive action—was, saving his considerate and democratic spirit, his foremost characteristic. When but a lad he ran away from home to enlist in the civil war. Too young to fight, he could only be a bugler, but there he was on the spot, to be and to do whatever he could. Before the close of the war, however, it was his privilege to serve in the ranks.

When the time came to put libraries into winning this war he was at hand, with all the resources of his varied and rich expe-

rience; himself, his library board, and his library staff attuned to the task of mobilizing the service of books to the needs of civilians and soldiers for winning the war, whether at home or abroad. From the very first hour that such service was conceived, he began his work. A member of the Library War Finance Committee upon whose success depended the whole camp library project, he was active personally and officially in formulating plans, in shaping policies and in raising funds. These larger functions did not prevent his personal attention to the immediate and definite work of initiating the library war service in his own state and directing the work of collecting funds; of supplementing the library at Camp Sherman, and hastening the realization of an adequate building, the first in the country to be dedicated; and later in sustaining the stream of efficient camp library service by supplying workers from his own staff. Subsequently, at the request of the general director, he organized and directed the work of one of the two largest dispatch offices for forwarding books overseas, that at Newport News, and extending its work as a book distributing station to over thirty camps in the vicinity. A cherished dream of his, unfulfilled because of the tragic accident of his death, was to work in France among the soldiers in the furlough region of the American Expeditionary Forces.

His candor, his utter absence of pose, his magnanimity, his kindly, buoyant, tempered spirit, thinking no evil, hoping all things, placed each man at his best and acted as a solvent upon every problem and in any crisis; but underlying these qualities was the tenacious will, which halted at no obstacle until the goal was compassed. A vital, constructive personality, royally democratic, has passed from among us. In the fullness of years, yet with vigor undiminished and vision undimmed, he went out in the full tide of action. Be it therefore

Resolved, That the sense of our irreparable loss in counsel and in action be recorded in the minutes of this committee, and that, as a fitting memorial of the life purposes and last work of our late colleague, we coöperate to the fullest extent with the library board and library staff of Cleveland in furthering in France the work which he so ardently desired to undertake. Be it further

Resolved, That a copy of this memorial be sent to the members of his family, to the Cleveland Public Library Board, to the vice-librarian, Miss Eastman, and the library staff.

Second war service fund—The chair announced the result of two recent correspondence votes:

1. That the goal in the forthcoming financial campaign had been increased from three million dollars, as voted at Saratoga, to three and one-half million dollars.
2. That the committee had approved a joint campaign with three other organizations, viz., the Y. M. C. A., the Y. W. C. A., and the War Camp Community Service, the total goal being $133,500,000.

Payment of bill of counsel—The president of the association brought to the attention of the committee an opinion of Counsel H. C. Buckley, of Detroit, relative to the relations between the American Library Association, its Executive Board, its War Service Committee, and the general director of the library war service, and as to the custody of the funds raised by subscription to carry on the war work of the Association, which opinion was obtained in pursuance of a vote of the Executive Board of July 5, 1918. The opinion was received by the committee and placed on file and the secretary instructed to send a copy to each member of the War Service Committee.

Voted, That bill of counsel (for $300) be presented to the Library War Finance Committee with request that it be considered for payment from funds in the hands of that committee.

Military exemption—The general director presented the following letter from the acting chairman of the Commission on Training Camp Activities, War Department:

WAR DEPARTMENT,
COMMISSION ON TRAINING CAMP ACTIVITIES,
WASHINGTON.

September 7, 1918.

Dr. Herbert Putnam, Library of Congress, Washington.

Dear Dr. Putnam—I am glad to inform you that Secretary Keppel has assured me, as a result of a conference with General Crowder, that draft boards will be instructed to honor exemption requests for

men employed in the work of the organizations affiliated with this commission in welfare work with the soldiers. While the need is not economic, still it will be recognized and this has the approval of the President. Useful and necessary men in these organizations can without embarrassment remain in their particular service. It will be necessary for the heads of the organizations to write to the respective Boards where these men are registered and no doubt formal notification will be given within a day or two. Relative to men for foreign service, in addition to the above recommendations, the War Department itself will be glad, we are informed, to recommend the names of all men for passports who have the approval of their respective organizations for foreign service and where they have passed the necessary individual examination. We will be very happy to assist you in securing the approval of the War Department for individual passports if you will send the names of such men to this office with their age and the location of the local board where they have registered.

Very truly yours,
MALCOLM L. MCBRIDE,
Acting Chairman.

Whereupon it was

Voted, That the opportunity offered by the above letter for general exemption should not be availed of.

Service to industries engaged in war work—The question of supplying library service to workers in munition plants, shipbuilding yards and other industries engaged in war work, being under consideration, it was

Voted, That it be taken as the sense of the committee that so far as books and money shall permit, it is the policy of the committee to provide book service to workers in munition plants and other industries engaged in war work where local libraries, library commissions or other local agencies cannot provide it.

Supplementary budget—The general director having submitted a statement showing the funds now in hand, and the probable financial needs for the next two months, which statement included the following proposed apportionment of a supplementary budget:

Books, magazines and binding....	$125,000
Service	70,000
Miscellaneous (including buildings)	41,000
	$236,000

It was

Voted, That the American Security and Trust Company, as treasurer, is authorized and requested from the A. L. A. War Service moneys in its hands to transfer to the account of the A. L. A. War Service fund, Herbert Putnam, general director, the sum of two hundred thirty-six thousand dollars ($236,000) in addition to all similar grants heretofore authorized, and that transfers be made as required, not to exceed in any one month 50 per cent of the sum now granted, and as the funds in the hands of the American Security & Trust Company shall permit.

War Finance Committee—*Voted*, That after approval by the Executive Board of the American Library Association, the American Security & Trust Company, as treasurer, is authorized and requested from the A. L. A. War Service moneys in its hands, to transfer to the credit of the Library War Finance Committee the sum of one hundred thousand dollars ($100,000) from the general fund, in addition to all similar grants heretofore authorized, and that transfers be made as required, not to exceed in any one month 50 per cent of the sum now granted, and as the funds in the American Security & Trust Company shall permit.

NOTE: The foregoing vote was formally approved and ratified by the Executive Board of the American Library Association at a meeting on September 25, 1918.

Voted, That after approval by the Executive Board of the American Library Association, the People's Trust Company of Brooklyn, New York, is authorized to pay checks drawn upon the "American Library Association second war service fund" bearing the joint signatures of the chairman

of the War Service Committee and the chairman of the Library War Finance Committee.

NOTE: The foregoing vote was formally approved and ratified by the Executive Board of the American Library Association at a meeting on September 25, 1918.

Voted, That the committee approves the proposal and accepts the offer of the Library War Finance Committee, making available its campaign organization for the conduct of a book campaign as soon as possible after the money campaign of the week of November 11, 1918.

Voted, That the committee approves the action of the Library War Finance Committee in joining in a financial campaign with six other organizations, viz., the Y. M. C. A., the Y. W. C. A., the National Catholic War Council, the War Camp Community Service, the Jewish Welfare Board, and the Salvation Army.

Liberty bonds—*Voted*, That the executive secretary be requested to arrange with the American Security & Trust Company for the conversion of three $100 par value United States of America Second Liberty Loan 4 per cent bonds into 4¼ per cent of the Third Liberty Loan.

The committee took recess to 11 a. m., Wednesday, September 25, 1918.

The committee met at the appointed hour. Present: Same as at session of preceding day.

After-war reading lists—The chairman having presented a plan proposed and prepared by J. L. Wheeler for the preparation and publication of certain war time reading lists in coöperation with the United States Bureau of Education, which plan proposed a grant of fifteen hundred dollars ($1,500) from the Library War fund, to be used in editorial and clerical work, it was

Voted, That the War Service Committee approves the plan proposed by J. L. Wheeler, but finds itself unable to make the requested grant at the present time, but is willing to make such grant if the forthcoming campaign yields a sufficient sum in excess of $3,500,000; that in the meantime the committee refers the matter back to the A. L. A. Publishing Board, with the recommendation that the project be presented to the libraries of the country, and that they be invited to subscribe to the carrying out of the work.

War service for libraries aside from supplying reading matter to Army and Navy—The chairman read to the committee a communication addressed to him by Dr. E. C. Richardson relative to possible war service for libraries aside from furnishing books and library service to the military and naval forces.

After consideration of this communication, the committee adopted the following minute:

That the War Service Committee is keenly sensible that there are useful and appropriate opportunities for the library war service aside from the supplying of reading matter to men of the army and navy.

That in the opinion of the committee the nature of its first appeal for funds unfortunately limited their application solely to the before-mentioned use.

That by action of July 3, 1918, the committee voted that in the second campaign for funds, specific provision be made for other forms of library war service than the supplying of books to soldiers and sailors.

That in the hope that the approaching campaign may yield funds enough to undertake any worthy form of war service, the committee welcomes the above-mentioned communication, and authorizes the chairman to name Dr. Richardson as chairman of a subcommittee of three on Library Research as War Service (the two remaining members to be added by him) to prepare and submit a detailed plan for such work with any appropriate suggestions or recommendations.

Memorial to W. H. Brett—Proposals for a memorial to the late William Howard Brett having been brought to the attention of this committee, it was

Voted, That the committee approves the suggestion for a memorial and authorizes the chairman to appoint a member to represent this committee on a committee representing the American Library Association, to coöperate with a special committee of the board of trustees of the Cleveland Public Library; and that this action be reported to the Executive Board.

NOTE: To represent this Committee the chair later appointed Miss Countryman.

Buildings—The chairman submitted to the committee a statement prepared by the general director, showing the sum spent on each building, a tabulation showing building details and variations from standard plan in each, a separate audit of the Carnegie Corporation grant made at the instance of the A. L. A. Finance Committee, a list of constructing contractors and a copy of the uniform contract executed with each.

It was taken as the sense of the committee that the general director be authorized to proceed with the erection of new buildings as needed in anticipation of receipt of forthcoming funds.

It was taken as the sense of the committee that the chairman include in his memorial to the Carnegie Corporation for a further grant provision for buildings in England, the amount therefor not to exceed $50,000.

Voted, That the chairman or someone appointed by him, be requested to visit the camps once or twice a year.

The chairman of the Library War Finance Committee having presented a letter from the librarian of the Canton (Ohio) Public Library, stating that a club of that city had collected funds amounting to about $700, which the club wished to have expended for current magazines, papers and books for our forces overseas, and that this contribution need not be applied to the coming campaign because the city's subscription would be made from its war chest, it was

Voted, That the letter be referred to the general director and that he be requested to furnish a list of magazines and books which can be bought with the above-mentioned contribution.

Adjourned.

Attest:
GEO. B. UTLEY,
Executive Secretary.

New York Public Library
November 30, 1918

Present: James I. Wyer, Jr., chairman; E. H. Anderson, Charles F. D. Belden, R. R. Bowker, Electra C. Doren and Frank P. Hill (part of meeting only), a quorum of the committee; also William W. Bishop, president of the A. L. A., Carl H. Milam, representing the general director of the A. L. A. War Service, and George B. Utley, executive secretary.

Minutes of the meeting of September 24-25, 1918, were approved as sent to members in typewritten form.

War Finance Committee reports and recommendations. The chairman of the Library War Finance Committee, reporting on the United War Work Campaign, informed the committee that the campaign had been successful, and that the total sum subscribed to present date is approximately $205,000,000, and that, therefore, the American Library Association would receive as its quota at least $3,500,000, the sum contemplated in its budget.

The chairman of the Library War Finance Committee, having reported that Mr. Carl H. Milam, assistant to the general director, had written him that in view of the rapidly changing military situation he was not prepared to recommend, as was done at the Lake Placid meeting, the urgent need of an intensive book campaign (immediate publicity by Washington headquarters as to the need for more gift books being the recommended substitute for an intensive campaign); and the chairman of the Library War Finance Committee having further reported that with the above information before it,

that committee had unanimously voted that it would be unwise to put on an intensive campaign the week of January 13, 1919; and that therefore the subject was now turned back to the War Service Committee for action; it was

Voted, That the report of the Library War Finance Committee on the subject of a book campaign be received, and the committee be relieved from further action on the matter.

It was taken as the sense of the committee that the further collection of books be referred to the headquarters office of the Library War Service, with power.

The selection of a treasurer of the second War Service fund being under consideration, it was

Voted, That after approval by the Executive Board of the American Library Association the American Security and Trust Company, of Washington, D. C., be designated as treasurer of the fund, which shall be known as the "American Library Association second war service fund," and that the account be kept separate from the first fund.

Dr. Hill, as chairman of the Library War Finance Committee, presented two letters; one from C. H. Murphey, assistant treasurer of the United War Work Campaign, to Mr. Carl B. Roden, treasurer of the American Library Association; the other from himself (Dr. Hill) to Mr. George W. Perkins, chairman of the Finance Committee of the United War Work Campaign, Inc., the texts of which letters are as follows:

November 22, 1918.

Mr. Carl B. Roden, Treasurer American Library Association, Chicago, Ill.

My dear Mr. Roden—At a meeting of the Finance Committee held today, I was requested and directed to write to each of the seven contributing organizations, asking them to have passed at the next meeting of their board of directors, or proper committee, a resolution officially designating someone of their organization to whom checks may be drawn on account of payment of their quota, or any part thereof, and someone who has the power to officially receipt for any such payments.

Very truly yours,
C. H. Murphey,
Assistant Treasurer.

November 30, 1918.

Mr. George W. Perkins, Chairman, Finance Committee, United War Work Campaign, 347 Madison avenue, New York City.

My dear Mr. Perkins—I beg to acknowledge with thanks receipt of check for $100,000, payable to the chairman of the Library War Finance Committee on account of the American Library Association, it being part of the fund raised in the United War Work Campaign.

The work of the Library War Finance Committee is practically over and the committee has voted to recommend that the treasurer of the United War Work Campaign fund be requested to pay over to the American Security and Trust Company of Washington, D. C., treasurer of the Library War Service Committee of the American Library Association, upon the request of that committee, that part of the fund which is the proportionate share of the American Library Association.

I have notified Mr. J. I. Wyer, Jr., State Library, Albany, N. Y., chairman of the War Service Committee, of the action of the Library War Finance Committee.

Very truly yours,
Frank P. Hill,
Chairman.

The committee voted its approval of and adopted the recommendation in the letter of Dr. Hill to Mr. Perkins.

Voted, That the Library War Finance Committee be authorized to request state directors of the library war fund to communicate with all libraries in their respective states, requesting immediate remittance to the Library War Finance Committee of any funds in their hands arising from the first library war fund, or received from the sale of old books or magazines.

Subcommittee on education and research—The Subcommittee on Education and Research (appointed at the Lake Placid meeting as the Subcommittee on Library Research as War Service), Dr. E. C. Rich-

ardson, chairman, having reported through the executive secretary the completion of the personnel of the subcommittee by the appointment of H. M. Lydenberg and H. H. B. Meyer as the other members; and the subcommittee having also submitted a "Plan for work" (Appendix A to these minutes); the executive secretary informed the committee that by an affirmative correspondence vote of the War Service Committee these gentlemen were appointed as a "working subcommittee" to supersede the subcommittee appointed at Lake Placid, which was only authorized to "prepare and submit a detailed plan," etc.; and that the subcommittee is authorized to proceed to work according to its program as outlined in its "Plan for work," with the understanding that it is not authorized to incur expenses in behalf of the War Service Committee until further authorization is given, except nominal expenses for postage, stationery and a minimum of clerical service.

It was taken as the sense of the committee that the activities of the subcommittee shall end with the discharge of the War Service Committee, unless the subcommittee is continued as a special committee of the A. L. A.

The chairman of the War Service Committee presented the following memorandum, which had been adopted on this date by the Committee of Eleven of the seven organizations engaged in war work:

Memorandum regarding Expenditure of the Fund raised in connection with the United War Work Campaign

The signing of the armistice having upset the calculations upon the basis of which the budgets of the seven coöperating organizations were submitted to the War Department through the Commission on Training Camp Activities, and uncertainty concerning the Government plans of demobilization making it impossible to restate at this time with any degree of exactness the full budget estimates of the organizations, the following principles and regulations are agreed upon for their guidance in their expenditures:

(1) The United War Work Campaign Fund was raised to make possible the serving in the present war emergency of soldiers and sailors and of certain other classes of men and women affected by the present war conditions, and this purpose is to be a governing principle in its use.

(2) Each of the seven organizations should restudy its budget and should adjust its expenditures to the demobilization plans of the Government, and to this end it should submit to the Committee of Eleven periodic budgets as well as monthly statements of expenditures.

(3) The organizations should severally assume as nearly as may be their respective proportionate shares of responsibility for work to be done—the proportions of responsibility to be determined not only by their pro rata share of the fund but also by the judgment of the Committee of Eleven.

(4) The organizations should give effect to the resolutions already approved by the Committee of Eleven regarding the additional temporary service buildings for use at home and overseas. (See minutes of meeting of Committee of Eleven of November 6, 1918.)

(5) None of the campaign fund shall be expended for permanent structures except in each case upon the express previous approval of the Committee of Eleven.

(6) The organizations should give effect to the agreement approved by the Committee of Eleven with respect to the giving away of supplies and the affording of free use of certain facilities. (See minutes of meeting of Committee of Eleven of November 6, 1918.) A similar agreement shall be prepared covering the work in this country.

(7) The organizations should take steps to bring about, so far as possible, a standardization of salaries and observe true comity with reference to approaching or calling workers to leave one organization to serve another.

(8) The United War Work Campaign, Inc., is responsible for the collection and the custody of the fund and its disbursement to the coöperating organizations. In making such disbursement, it acts solely upon the request and as the corporate agency of the Committee of Eleven. In authorizing disbursement to the coöperating organizations, within the quotas agreed upon, the Committee of Eleven will act upon the new budgets required by section (2) and in view of changed conditions as

they arise. In case of need the committee will submit the new budgets to the War Department for approval or criticism and in case it should appear that any surplus of the fund will ultimately exist the committee, with the President of the United States, will determine the disposition thereof in a manner believed to be in accordance with the intentions of the donors.

(9) The above memorandum is unanimously approved as of date below by the Committee of Eleven, which at its meeting includes a representative from each of the seven constituent societies, and it is referred to the governing board of each of these societies for their confirmation.

November 30, 1918.

NOTE: The minutes of the meeting of Committee of Eleven of November 6, 1918, referred to under sections (4) and (6) of the above memorandum, have not been furnished to the executive secretary of the War Service Committee.

Voted, That the foregoing memorandum regarding custody and expenditure of the fund raised by the United War Work Campaign as approved by the Committee of Eleven is hereby approved by the War Service Committee and referred to the Executive Board of the American Library Association for its approval.

Voted, That the thanks of the War Service Committee be given to Mr. Frank A. Vanderlip for his work in behalf of the American Library Association in connection with the United War Work Campaign, and that his acts as representative of the American Library Association are hereby approved; and that Mr. J. I. Wyer, Jr., chairman of the War Service Committee, is hereby designated as Mr. Vanderlip's alternate, to be present at such meetings as the latter cannot attend; and that this action be referred to the Executive Board of the American Library Association for its approval.

After-war read'ng lists—Recurring to the proposal presented to the committee at Lake Placid by Mr. Joseph L. Wheeler for the preparation of annotated war time reading lists on subjects patriotic, military, naval, vocational, and on conservation and reconstruction; such lists to be distributed in all camps and through libraries to the schools and homes of the country; it was

Voted, That the War Service Committee hereby appropriates the sum of fifteen hundred dollars ($1,500) from available unexpended balances of the first war service fund to the A. L. A. Publishing Board, to be expended in the preparation of "After-war reading lists," under the direction of Mr. Joseph L. Wheeler; and that after approval by the Executive Board of the American Library Association, the American Security and Trust Company, of Washington, D. C., is authorized and requested from the A. L. A. War Service moneys of the first library war fund in its hands, to transfer to the credit of Carl B. Roden, treasurer of the American Library Association Publishing Board, the sum of fifteen hundred dollars ($1,500).

Supplementary budget—The general director, having submitted a statement showing the need of additional funds for the conduct of the library war service and having suggested a grant of $700,000, apportioned as follows:

Books	$500,000
Service	100,000
Miscellaneous, including whatever buildings may not be provided for by special funds	100,000
Total	$700,000

It was

Voted, That the American Security and Trust Company, as treasurer, is authorized and requested from any moneys in its hands to the credit of the A. L. A. second war service fund to transfer to the account of the A. L. A. War Service fund, Herbert Putnam, general director, the sum of seven hundred thousand dollars ($700,000). And should the funds at present in the hands of said company to the credit of the second war service fund be insufficient for this action, then to credit to his account the sum on hand and from moneys later received from time to time to credit

further sums until the total shall reach the sum of $700,000 above stated.

Voted, That after approval by the Executive Board of the American Library Association, the American Security and Trust Company, as treasurer, is authorized and requested from the A. L. A. War Service moneys of the first library war fund in its hands, to transfer to the credit of George B. Utley, executive secretary, the sum of two thousand dollars ($2,000), to be used to meet general expenses of the committee not justly chargeable to the fund voted to the credit of the war service fund, Herbert Putnam, general director, bills covering such expenses to be approved by the chairman of the committee, and checks to be drawn and signed by George B. Utley, executive secretary.

Adjourned.

Attest:

George B. Utley,
Executive Secretary.

Appendix A, Nov. 30, 1918

Plan for work by a Subcommittee on Library Research as War Service

The committee shall be called a Subcommittee on Education and Research.

It shall be the duty of this subcommittee to stimulate and aid libraries in the spread of war information and the promotion of research intended directly for war and reconstruction ends:

In particular to stimulate and aid them:

(1) To encourage reading and school research in the matter of war issues, aims, methods of civilian coöperation, war finance and other matters bearing directly on the civilian aid in winning the war.

Immediate program—Coöperation with the Board of Historical Service, American Security League, etc.

(2) To purchase necessary material for scientific research in live questions in chemical, physical, historical, economic, legal or other fields of critical research, bearing directly on the war.

Immediate program—Recommending to research libraries the best books for research workers in libraries.

(3) To aid individuals, organized institutions of research or Government departments in the investigation of such topics by providing the material and the reference service in the fullest way.

Immediate program—Help readers to locate copies, *i. e.*, joint lists of (a) best aids and guides, (b) best books for use.

(4) To coöperate in the preparation of aids to such research in the way of special bibliographies and guides for topics actually under consideration for practical war ends.

Immediate program—1. Periodical articles since 1910 on (a) War area countries, (b) Economic and international law aspects. 2. Location lists for books wanted for specific researches.

The two most keenly felt needs at the present moment are: (1) Some system of quickly locating a borrowing copy of works needed at once in practical research and not to be found in the local library; (2) guide to learned periodical articles, especially of the last eight years, on live topics in (a) history, political economy, geography, ethnography, and religion of the war area countries; (b) economic and international law subjects affecting the foreign relations of the next few years.

The opinion is freely expressed among research institutions that for the next twenty years the main weight of the research activity and of graduate instruction in America will be concerned with these topics. Pretty much all the trained research ability of this country is now concentrated on these practical war topics, and the work having been thus begun and specialties established, these will naturally keep the field for some time even if the topics do not themselves remain alive. On the other hand, it is figured that it will be ten or twenty years before the readjustments of the world, necessitated by the war, will have been so far completed that these topics are not the live, practical topics of research. The libraries must, therefore, perforce, shape them-

selves in view of these circumstances, and the sooner they do it on a considerable scale, the greater the practical economic and social gain to America will be.

As to an executive plan for this work: For the present and until funds have been raised through the second drive, the committee can do useful work, without funds, simply by inducing the libraries to coöperate in doing it.

If and when funds are available, it should have a small clerical organization involving (1) a good deal of systematic correspondence, (2) a certain amount of clerical help for handling joint lists and answering reference requests; (3) if practicable, a certain bibliographical force for preparing reference reading lists in coöperation with the Board for Historical Service, and such lines of effort and perhaps preparing bibliographies or organizing coöperative aid of libraries for the preparation of bibliographies on such matters as the plan for a league of nations, war loans, war pensions, and other matters for which no research library, even the Library of Congress, is quite equipped in routine equipment. This feature would depend for its quantity on developments, but its object would be to procure the making of research reference aids on any really live war topic which might be handed to it, first, by departments of the United States Government; second, by semi-official or unofficial institutions or organizations, and third, by unmistakably competent private research workers, working on approved topics.

Respectfully submitted,
E. C. Richardson,
H. M. Lydenberg,
H. H. B. Meyer,
Committee.

New York Public Library
January 29, 1919

Present: Chairman Wyer, Miss Doren, Messrs. Anderson, Belden, Bowker and Hill (a quorum of the committee); also Mr. Milam, acting general director of the A. L. A. War Service, and Mr. Utley, executive secretary.

The minutes of the meeting of November 30, 1918, were approved as sent to members in typewritten form.

Memorandum of the Committee of Eleven—Attention being called to the fact that the memorandum of the Committee of Eleven, as adopted by the War Service Committee on November 30, 1918, had since been revised by the Committee of Eleven, it was

Voted, That the memorandum of the Committee of Eleven, as revised and adopted by that committee on December 24, 1918, be approved by the War Service Committee of the American Library Association.

The executive secretary informed the committee that the memorandum in its form as revised December 24, 1918, was approved by the Executive Board of the American Library Association on January 11, 1919.

The text of the memorandum, as revised on the above date, is as follows:

Memorandum regarding Expenditure of Funds raised in connection with the United War Work Campaign

The signing of the armistice having upset the calculations upon the basis of which the budgets of the seven coöperating organizations were submitted to the War Department through the Commission on Training Camp Activities, and uncertainty concerning the Government plans of demobilization making it impossible to restate at this time with any degree of exactness the full budget estimates of the organizations, the following principles and regulations are agreed upon:

(1) The United War Work Campaign fund was raised to make possible the serving by the seven coöperating organizations in the present war emergency of soldiers and sailors and of certain other classes of men and women affected by the present war conditions, and this purpose is to be a governing principle in its use.

(2) Each of the seven organizations shall restudy its budget, and in so doing will welcome the coöperation of the War and Navy Departments in connection

therewith, and shall adjust its expenditures to the demobilization plans of the Government.

(3) The several organizations shall submit quarterly statements certified by chartered accountants, which statements shall be subject to the examination of an accountant appointed by the Committee of Eleven and reports thereof shall be sent to the chairman of the Commission on Training Camp Activities, to each member of the Committee of Eleven, and to the presidents of each of the societies.

(4) The seven organizations shall severally assume as nearly as may be their respective proportionate shares of responsibility for work to be done and all expenditure of money shall be strictly in accord with their respective war work activities and none of the fund shall be expended for general non-war work or for permanent structures of establishment or for endowments.

(5) The national treasurer of the United War Work Campaign, Inc., shall distribute to the coöperating organizations of the aforesaid fund, in the percentages heretofore agreed upon, substantially as and when received by him and capable of distribution by him; it being understood that the coöperating organizations shall be governed in their use of funds so received by the foregoing regulations and principles.

(6) The Committee of Eleven shall be continued for the purposes expressed in Article Eleven of the coöperating agreement of the seven organizations dated September 4, 1918, and in this agreement.

Disposition of books, buildings and equipment—The final disposition of the books, buildings and equipment of the A. L. A. War Service being under consideration, it was

Voted, That a special Committee of Three, of which the chairman of the War Service Committee shall be a member, be appointed, which, in conference with the general director, shall consider and present to the War Service Committee a plan for the disposition of the books, buildings and equipment of the library war service.

[The chairman later announced as the other two members Miss Countryman and Mr. Belden.]

The committee, considering the possible outgrowth of a permanent library service to the Army and Navy,

Voted, That the chairman, in conference with the headquarters office of the library war service, be authorized to offer to the War and Navy Departments first and free preference in the disposition of books, buildings and equipment in hand at the end of its war service, for the establishment of a permanent and continuing, efficient library service throughout the military and naval establishments of the United States.

Historical account of the library war service—The preparation of an adequate history of the A. L. A. War Service for submission to the War Department at its request being under consideration, it was

Voted, That the chairman be requested to have prepared an adequate historical account of the war work of the American Library Association from its inception and that it be submitted to the chairman of the War Service Committee before it is submitted to the War Department.

Requests for appropriations for various projects — The following communication was laid before the committee:

NATIONAL WAR WORK COUNCIL
OF THE
YOUNG MEN'S CHRISTIAN ASSOCIATION OF THE UNITED STATES

January 21, 1919.

Mr. J. I. Wyer, Jr., New York State Library, Albany, New York.

My dear Mr. Wyer—The Committee of Eleven at its meeting this morning recommended that the seven organizations represented should coöperate with the Bureau of Morale in the issuance of morale posters, up to a total of $5,000, the amounts to be apportioned among the seven organizations on the basis of their participation in the United Campaign.

Captain Grant, chief of staff of the Morale Branch, presented O. K.'d bills amounting to $2,371.50. It was understood that these bills were to be included in the total grant, leaving a balance of $2,628.50, to be expended from time to time in the future for posters issued by the Morale Branch and O. K.'d by the Committee of Three, consisting of Father Burke, Mr. Teller and myself.

I assume that the recommendation of the Committee of Eleven will need to be endorsed by each of the various organizations in turn. I would suggest that this

should be done at your earliest opportunity and immediately upon favorable action you send me a check for $48.62, being your quota, 2.05 per cent of the bills now on hand.

Very truly yours,
J. S. TICHENOR.

The chairman stated that the following additional requests had been received by the Committee of Eleven, for the amounts and purposes noted:

Americanization Campaign (Interior Department).

East St. Louis Survey (War Department) $200,000.

Aid to Wounded Soldiers (Federal Board for Vocational Education), $25,000.

U. S. Employment Service, Department of Labor "to finance its work"; no amount named.

U. S. Surgeon General's Department, "for its work," $4,800.

After discussion it was

Voted, That while the projects suggested in the letter from Mr. Tichenor, and in the additional requests made on the Committee of Eleven are intrinsically of the utmost worth and social importance, it is the sense of the War Service Committee that appropriations for such objects are not a proper charge against the war service fund administered by the American Library Association, a fund contributed by the American people for the specific purpose of furnishing books and library service to the American soldiers and sailors—a service too, which will clearly require more money than the Association now has in hand or in prospect.

The chairman of the Library War Finance Committee, Dr. Frank P. Hill, reporting informally, stated that there would be a balance of about $46,000 of the funds appropriated to the use of that committee, which would be turned back into the first war service fund, and that at the next meeting of the War Service Committee, the Library War Finance Committee would make a full report.

Supplementary budget—The acting general director, Mr. Milam, submitted a statement showing the need in the near future of additional funds for the conduct of the library war service and suggested an additional grant of $750,000; this amount, with the balance on hand, being thought sufficient, according to his estimates, for perhaps three months.

The following estimate of expenditures for the next three months was submitted:

Estimate of Expenditures for the next three months

Books, overseas	$350,000
Books, America	140,000
Periodicals, overseas	.....
Periodicals, America	7,500
Building and equipment, overseas.	.....
Building and equipment, America.	9,000
Rent, overseas (dispatch office)...	1,500
Rent, America	700
Service (including subsistence), overseas	25,000
Service (including subsistence), America	115,000
Shipping cases, overseas	20,000
Transportation (travel, overseas).	2,000
Transportation (freight, overseas)	12,000
Transportation (travel, America).	12,000
Transportation (freight, America)	3,500
Supplies, overseas	9,500
Supplies, America	55,000
Sundries, overseas	4,500
Sundries, America	17,000
	$784,200

It was thereupon

Voted, That the American Security and Trust Company, as treasurer, is authorized and requested from any moneys in its hands to the credit of the American Library Association, second war service fund, to transfer to the account of the American Library Association War Service fund, Herbert Putnam, general director, the sum of seven hundred and fifty thousand ($750,000) dollars, and should the funds at present in the hands of said company to the credit of the second war service fund be insufficient for this action, then to credit to his account the sum on hand and from moneys later received from time to time, to credit further sums until the total shall reach the sum of seven hundred and fifty thousand dollars ($750,000), above stated.

Revised budget—The chairman reported that an immediate request was in prospect from the Committee of Eleven for a full budget showing proposed expenditures

for the war service of the American Library Association, for the year 1919—a budget revised in the light of present demobilization conditions, and suggested such action as would enable him to submit this budget whenever required. He laid before the committee a budget of December 9, 1918 (see Appendix A), prepared by the general director, totaling $3,813,200, as a basis for consideration. After discussion it was thereupon

Voted, That the chairman be authorized on request of the chairman of the Committee of Eleven to present the tentative budget just submitted, reduced to $3,500,000, with such alterations, explanations and reservations as may prove desirable, and submit to the committee a revised budget which shall have further consideration, and be finally approved at a subsequent meeting. Dr. Hill amended, That if there is a standardized form used by the seven organizations, this budget be reshaped in that way.

Adjourned.

Attest:
GEO. B. UTLEY,
Executive Secretary.

Appendix A, Jan. 29, 1919

Budget A. L. A. War Service

Proposed Revision

December 7, 1918.

	Itemized	Total
Books		
Overseas		
France	$1,500,000	
Siberia	100,000	
		$1,600,000
America		
50 large camps at $2,000	$100,000	
600 small camps at $100	60,000	
200 hospitals at $500	100,000	
Naval vessels	50,000	
		310,000
Magazines and Newspapers		
Overseas	50,000	50,000
America		
50 large camps at $500	25,000	
600 small camps at $40	24,000	
200 hospitals at $40	8,000	
		57,000
Building and Building Equipment		
Overseas		
5 buildings at $10,000	50,000	
10, rented at $4,000	40,000	
Paris headquarters	5,000	
Rental overseas dispatch offices	6,000	
		101,000
America		
Repairs to 40 buildings at $300	12,000	
5 buildings at $10,000	50,000	
5 buildings at $3,000	15,000	
Equipment, 5 large build's at $2,000	10,000	
Equipment, 5 small build'gs at $400.	2,000	
Rental distributing centers, 12, at $600	7,200	
		96,200
Overseas Service		
Overseas dispatch officers, 30, at $200.	36,000	
France and British Isles	150,000	
Elsewhere abroad	5,000	
Subsistence	100,000	
		291,000
America		
Headquarters and field Representatives, 60, at $1,500	90,000	
50 large camps at $6,000	300,000	
25 small camps at $1,200	30,000	
100 hospitals at $2,000	200,000	
Subsistence	100,000	
		720,000
Shipping Cases		
Overseas	75,000	75,000
Transportation		
Overseas		
France	50,000	
Freight	50,000	
		100,000
America		
Travel	30,000	
Freight	30,000	
		60,000

Supplies, Equipment, Sundries		
Overseas		
Automobiles, 10, at $700.....	7,000	
Miscellaneous overseas	50,000	
		57,000
America		
Headquarters, stationery, etc.....	48,000	
Printing and publicity	36,000	
Automobiles, 10, at $700.....	75,000	
50 large camps at $1,500	75,000	
400 small camps at $25.....	10,000	
100 hospitals at $200	20,000	
		196,000
Books, periodicals and miscellaneous expense; ordnance reservation, shipbuilding plants and other industrial war work communities	100,000	100,000
Total		$3,813,200

New York Public Library

April 5, 1919

Present: Chairman Wyer, Mr. Anderson, Mr. Belden, Mr. Bowker, Miss Doren and Dr. Hill (a quorum); also Mr. Bishop, president of the American Library Association, Mr. Milam, acting general director, A. L. A. War Service, and Mr. Utley, executive secretary.

Minutes—The minutes of the meeting of January 29, 1919, were approved as sent to members in typewritten form, after the following corrections had been made:

Page 3. Minutes to show that vote relative to a Committee of Three to present a plan for the disposition of books, buildings and equipment, was taken "on motion by Dr. Hill."

Page 3. Bracket the sentence "The chairman announced as the other two members Miss Countryman and Mr. Belden," and insert the word "later" after "chairman."

Finance statements — Monthly report from the American Security and Trust Company was read, showing balance on hand March 31, 1919, in the second war service fund, $614,020; also letter from the company, dated April 1, stating that $175,000 (additional) had that day been received from the United War Work Campaign, thus making a total of $789,020 on hand.

Monthly statement of disbursing officer, A. L. A. War Service, for month of March, was read, which showed the following totals for the second war service fund:

Expenditures to March 1.....	$ 876,067.07
Expenditures for March.....	263,411.65
Total expenditures, 2d fund....	1,139,478.72
In hands of librarians and agents	138,775.00
Balance on hand March 31.....	207,746.28

The gross expenditures from both the first and second war service funds, combined and totaled to April 1, 1919, were reported as $2,669,099.12.

The chairman reported that $2,275,000 had been received to date, on the second war service fund, and that $1,486,000 had been voted to the credit of the general director.

Letter was read from C. H. Murphey, assistant treasurer United War Work Campaign, to Mr. Wyer, stating that the total collections of the United War Work Campaign to March 28, 1919, are $126,000,000, and that the committee in charge of collections is hoping to collect 85 per cent of the total subscriptions, or about $170,000,000, which would mean that the American Library Association would receive practically 100 per cent of its original quota; and that it could reasonably rely on 5 per cent monthly until such amount is paid. The letter stated that 60 per cent of its original quota had been advanced to each organization and that the committee was preparing to make an additional distribution of about 5 per cent in cash on March 31, and about 5 per cent in liberty bonds, and war savings stamps, thus bringing the payments up to 70 per cent of the original quota of each organization.

Budgets—The chairman reported that following the vote of the War Service

Committee, at its meeting of January 29 (see p. 64, minutes of that meeting, for vote, and Appendix A for budget referred to) he prepared for the Committee of Eleven the budget found on pages 16 and 17 of the pamphlet "To the subscribers of the United War Work Campaign." He called attention, however, to the fact that the budget as printed in this pamphlet aggregates $4,517,800, instead of $3,500,000, the sum named in the vote of the War Service Committee referred to above. This increase, he explained, was made to comply with the instructions of the Committee of Eleven, in a letter from Dr. Mott, written from Postville, Iowa, January 25, 1919, and received by the chairman of the War Service Committee on his return from attendance at the meeting of January 29. The letter requested each organization to submit at the earliest practicable date a revised statement of its budget, in order that these budgets might in turn be examined by the War and Navy Departments and then be printed together in a pamphlet to be sent out to the subscribers of the United War Work Campaign. The letter requested each organization to make it clear that the full amount expected from the campaign would be required to run it up to December 31, 1919, and that therefore the organization should have in mind, in preparing its revised budget, not only the original quota of $170,500,000, but also the oversubscription, and that thus the American Library Association in framing its budget should plan for an expenditure, not only of its $3,500,000, as its part of the original $170,500,000, but for an increase of 24.6 per cent more.

The budget prepared in response to the above request, and as printed in the pamphlet "To the subscribers of the United War Work Campaign," is appended to these minutes as Appendix A.

On motion of Dr. Hill, duly seconded, it was

Voted, That the budget for $4,517,800, printed by the United War Work Campaign, in their pamphlet "To subscribers of the United War Work Campaign," and submitted by the chairman as conditioned on the payment of the full subscription of $205,000,000, be approved.

The chairman stated that in conjunction with the acting general director a working budget in the sum of $3,000,000 had been prepared, this being necessary because of the slowness with which collections are being made, and the probability that the full amount received will not exceed the original quota and may fall below it.

This working budget for period December 1, 1918, to December 31, 1919, dated March 8, 1919, in the sum of $2,999,840, follows these minutes as Appendix B. This budget was discussed in detail and considered with great care, the acting general director answering questions freely relative to various items.

On motion of Mr. Bowker, duly seconded, it was

Voted, That the budget for $3,000,000 (exact amount $2,999,840) be approved, subject to instructions to the headquarters office of the A. L. A. War Service, to keep the immediate and contingent liabilities within the actual receipts reported by the United War Work Campaign as having been paid in.

On motion of Mr. Bowker, duly seconded, it was

Voted, That the headquarters office be authorized to make transfers from one appropriation head to another as developments of the work may require.

To a question from Dr. Hill as to what will be the effect on our budget and prospective receipts of decision of the Committee of Eleven to limit gifts to soldiers to ten per cent of the total receipts, the chairman replied, that the American Library Association, as it made no gifts to soldiers, was outside the operation or intent of the decision.

Report by War Finance Committee— The report of the Library War Finance Committee, to February 20, 1919, with appended report of the auditor, was submitted by Dr. Hill, chairman.

On motion of Mr. Bowker, duly seconded, it was

Voted, That the report of the Library War Finance Committee and the accompanying report of the auditors be received and referred to the Finance Committee of the American Library Association for report.

NOTE: It was taken as the sense of the committee that the following statement, phrased by Mr. Bowker, should be here incorporated as a foot-note into the minutes of this meeting:

"It is noted that of the $225,000, accounted for by the committee and the auditors, $125,000 was the amount received out of the total appropriation by the War Service Committee, and $100,000 was received by the chairman of the War Finance Committee from the general treasury of the United War Work Campaign, and duly transferred in two installments of $50,000 each to the American Security and Trust Company."

The reports of the War Finance Committee and of the auditors are appended to these minutes as Appendix C and D respectively.

Report of Subcommittee on Disposition of Books, Buildings and Equipment—The chairman, in his capacity as chairman of the subcommittee (Messrs. Wyer and Belden and Miss Countryman) to report a plan for the disposition of books, buildings and equipment of the library war service, submitted (without full reading, but with a summary statement of its tenor and recommendations) its report to the War Service Committee, under date of March 26, 1919. (See Appendix E.) Whereupon it was, upon motion of Mr. Bowker, duly seconded,

Voted, That the report of the Subcommittee on the Disposition of Books, Buildings and Equipment be received and made the subject of discussion at the next meeting of the War Service Committee; that copies of it be at once transmitted to the committee; and that authority be given to the headquarters office of the library war service to dispose of buildings and equipment according to the lines laid down in the report handed in herewith by the subcommittee, first preference being given to the Army and Navy for library purposes.

Permanent library service to the Army and Navy—The chairman reported that, pursuant to action by the War Service Committee on January 29, 1919, prompt conferences were held with officials at the headquarters office of the library war service, with executive officers of the Army and Navy Commissions on Training Camp Activities, and with the Third Assistant Secretary of War.

Following these conferences, a letter was sent on January 30 to the Secretary of the Navy with an accompanying précis of the permanent service suggested. A similar letter (save for obvious minor changes in wording) was sent to the War Department. These letters were acknowledged by Secretary Jackson of the Navy Department Commission on Training Camp Activities and Third Assistant Secretary of War Keppel. (Copies of all of these letters have been sent to each member of the War Service Committee and to President Bishop.)

Since that time several letters have been exchanged and various interviews held looking toward the development of this work. Every possible effort is being made by the chairman (for the War Service Committee) and by the headquarters officials of the library war service to advance acceptable plans for such a permanent service and so to direct the existing war service that, as permanent policies are announced and orders issued, it may be merged into the prospective permanent library service with a minimum of jar and readjustment.

Historical account of the A. L. A. War Service—Referring to action of committee at meeting of January 29th requesting the chairman to have prepared an adequate historical account of the war work of the Association, the chairman laid before the committee an historical account prepared by Dr. A. H. Shearer, librarian of Grosvenor Library, Buffalo, covering the war work of the A. L. A. from its inception to January 1, 1919. The chairman explained

that it was as any sketch prepared while the work was still in progress necessarily must be, incomplete and tentative, and could not be considered as a definitive account of the war activities of the Association. On motion, duly seconded, it was

Voted, That the historical sketch prepared be received, and that it be duplicated and copies sent to members of the committee.

Report from general director—As a report from the general director, the chairman referred to Dr. Putnam's letters of February 2 and 19, copies of which he had sent to all members of the committee.

Sale of buildings—Mr. Milam, acting general director, reported the sale of the following camp library buildings:

Camp Greene for	$ 300
Camp MacArthur for	500
Camp Sevier for	525
Camp Beauregard for	1,000
Camp Fremont for	350

The Government leases the land on which all the above camps are located.

The following buildings at camps ordered abandoned have not been sold:

Sheridan	Cody	Wheeler
McClellan	Johnston	Wadsworth
Hancock	Logan	

The books in these abandoned camps have been transferred to other points of service; in some cases to other camps or stations in this country, but for the most part the books have been sent to dispatch offices for shipment overseas.

Supplementary budget—The acting general director, Mr. Milam, submitted statement showing the need in the near future of additional funds for the conduct of the A. L. A. War Service, and suggested an additional grant of $800,000; this amount with the balance on hand being thought sufficient, according to his estimates, for perhaps three months.

The following estimate of expenditures for the next three months was submitted:

Estimate of Expenditures for April, May and June, 1919

America	
Buildings and equipment (including uniforms)	$ 48,000
Personnel — Salaries, subsistence, travel	180,000
Books — magazines — newspapers	200,000
Administration expenses—rent, supplies, printing	70,000
Overseas	
Buildings and equipment (including uniforms)	30,000
Personnel — Salaries, subsistence, travel	65,000
Books — magazines — newspapers	370,000
Administration expenses—rent, supplies, printing	40,000
	$1,003,000

Balance on hand	$ 207,000
Amount asked for	800,000
	$1,007,000

It was thereupon

Voted, That the American Security and Trust Company, as treasurer, is authorized and requested from any moneys in its hands to the credit of the A. L. A. second war service fund to transfer to the account of the A. L. A. War Service fund, Herbert Putnam, general director, the sum of eight hundred thousand dollars ($800,000). And should the funds at present in the hands of said company to the credit of the second war service fund be insufficient for this action, then to credit to his account the sum on hand and from moneys later received from time to time to credit further sums until the total shall reach the sum of $800,000 above stated.

After-war reading lists—A report of progress was presented from Mr. J. L. Wheeler, Youngstown Public Library, relative to his "After-war reading courses." Following the appropriation made on November 30, 1918, an assistant was employed at $125 per month; other expenses —postage, Mr. Wheeler's time, incidentals, etc.—are paid by the Youngstown Library. Mr. Wheeler expects four of the lists to be ready within a few weeks, and the entire series by fall. With the report Mr. Wheeler submitted a list of fifty topics on which reading courses are being prepared.

Subcommittee on Education and Re-

search—The chairman laid before the committee a progress report of work done by the Subcommittee on Research, prepared by its chairman, Dr. E. C. Richardson.

The sudden ending of the war cut off much of the systematic work planned in the way of indexes to recent periodicals and other bibliographical or joint list matters, but some progress was made, however, especially a rough guide to international law articles which will shortly be brought to completion. The primary object of the committee (although it could not be so stated while the war was in progress) was to prepare material for the United States Government Inquiry Committee for use at the Peace Conference, and although the sudden signing of the armistice required rush plans in place of the systematic plans formulated, there was time for the gathering and inventorying of several thousand volumes most wanted by the experts who, according to newspaper accounts, went over with the Peace Commission. Mr. Keogh, of Yale, had been released by the university for work with the Inquiry Committee until the end of the last college year, and when he was obliged to relinquish it, the chairman of the subcommittee and the Librarian of Congress took up the work and carried it forward. The subcommittee feels that it has stood for the interest of the Association in the research, propaganda and advertising aspects of war work, has aided and stimulated research libraries to help the work of the Inquiry Committee, has given the practical advice and aid needed and requested by that committee for the formation of its library, and has promoted the preparation of certain aids and guides for the direct use of the Inquiry Committee.

Liberty bonds and war savings stamps—A letter having been read from C. H. Murphey, assistant treasurer of the United War Work Campaign, requesting the committee to pass a resolution designating proper person to obtain and receipt for certain liberty bonds and war savings stamps and thrift stamps, which are the share of the A. L. A., it was

Voted, That the chairman of the War Service Committee of the American Library Association be authorized to obtain and receipt for certain Liberty bonds, war savings stamps and thrift stamps, amounting to $190,803.75, mentioned in letter from C. H. Murphey, assistant treasurer, United War Work Campaign, to Frank P. Hill, chairman A. L. A. War Finance Committee, dated April 1, 1919, and to deposit them with the American Security and Trust Company, Washington, D. C., to the account of the War Service Committee of the American Library Association.

The following is a description of the liberty bonds, war savings stamps and thrift stamps as set forth in the abovementioned letter:

$ 1,050.00	First U. S. Liberty Loan, 3½'s, 1932-47.
5,800.00	Second U. S. Liberty Loan, 4's, 1927-42.
75,600.00	Third U. S. Liberty Loan, 4¼'s, 1928.
65,650.00	Fourth U. S. Liberty Loan, 4¼'s, 1933-38.
500.00	U. S. Liberty Loan 1st, converted 4's, 1932-47.
3,850.00	U. S. Liberty Loan 1st, converted 4¼'s, 1932-47.
36,150.00	U. S. Liberty Loan 2d, converted 4¼'s, 1927-42.
28.75	U. S. Thrift Stamps (par $0.25).
2,175.00	U. S. War Savings Stamps (par $5.00).
$190,803.75	

Communication from Mr. C. H. Dodge—Mr. Anderson brought before the committee a communication from Mr. Cleveland H. Dodge, accompanied by a communication to him from Professor Watson, of Robert College, Constantinople, asking whether some books now in service in France might not be available for Robert College after their need by the soldiers is past. The application was referred to the Subcommittee on Disposition of Books, Building and Equipment.

Adjourned.

Attest:

George B. Utley,
Executive Secretary.

APPENDIX A, April 5, 1919

BUDGET, December 1, 1918-December 31, 1919

I. *Work in the United States*

1.	Building program		$ 203,250
	New construction and remodeling	$106,000	
	Operation and maintenance expense	88,250	
	Equipment	9,000	
	New construction consists of three camp and station buildings at $12,000 each; ten buildings at reconstruction hospitals or small camps at $6,000; repairing 25 buildings at $400 each.		
2.	Personnel expenses		663,100
	Workers (not including headquarters staff) including salaries, traveling expenses, uniforms and other outfitting equipment.		
3.	Activities or service program expense		510,640
	Library service:		
	Books:		
	25 large camps, 13 mos., @ $2,500	$ 62,500	
	20 large camps, 6 mos., @ $1,500	30,000	
	300 small camps, 13 mos., @ $300	90,000	
	152 small camps, 6 mos., @ $100	15,200	
	70 hospitals, @ $1,500	105,000	
	140 hospitals, @ $500	70,000	
	Naval vessels	30,000	
	Periodicals:		
	25 large camps, 13 mos., @ $1,500	37,500	
	20 large camps, 6 mos., @ $600	12,000	
	300 small camps, forts and stations, 13 mos., @ $40	12,000	
	152 small camps, 6 mos., @ $20	3,040	
	70 hospitals, @ $500	35,000	
	140 hospitals, @ $60	8,400	
4.	Motor transport service		14,000
	Cost of equipment, etc.		
5.	Expenses paid at headquarters		289,200
	(a) Salaries and traveling expenses of headquarters staff	$140,000	
	(b) Publicity, advertising and speakers	60,000	
	(c) Freight, insurance	30,000	
	(d) Rents, office supplies and expenses	59,200	
			$1,680,190

This item, while appearing under United States, covers the greater part of the overhead and administrative expenses for all overseas work as well. The administrative conduct of the work of the American Library Association is largely office rather than field work, and, for both America and overseas, is centered at Washington, and must therefore appear in a single item.

II. *A. E. F. in France, Russia and Siberia*

1.	Buildings erected or leased, alterations and repairs, equipment for use in buildings, etc.		$ 73,400
	Ten regional buildings, @ $4,000 each	$ 40,000	
	Six dispatch offices, @ $1,400 each	8,400	
	Office and library equipment	25,000	
2.	Operation and maintenance of buildings		74,000
	Expense of operating and maintaining service buildings.		
3.	Personnel		536,000
	Living allowances and traveling expenses, replacement of uniforms and personal equipment for 210 workers.		

4. Activities		2,013,000
Library service:		
Books:		
Army educational libraries	$850,000	
Army of occupation, Coblenz	200,000	
Transport libraries	100,000	
A. E. F., France	540,000	
A. E. F., Russia	3,000	
A. E. F., Siberia	5,000	
Periodicals:		
A. E. F.	100,000	
Transports	90,000	
Shipping cases	75,000	
Freight	50,000	
5. Motor transport		15,000
Purchase of fifteen automobiles.		
6. Expenses paid from headquarters, or administrative expenses		42,000
Paris headquarters administrative expenses.		
		$2,753,400

III. *Contingent Fund*

Two per cent of $4,210,500	$ 84,210
Total overseas	$2,837,610
Total United States	1,680,190
Grand total	$4,517,800

APPENDIX B, April 5, 1919

WORKING BUDGET, December 1, 1918-December 31, 1919

I. *America*

A. Building and equipment:		
Three camp or station buildings, at $12,000 (including furniture)	$ 36,000	
Five buildings, reconstruction hospitals or small camps, at $6,000 (including furniture)	30,000	
Repairs 25 buildings, at $400	10,000	
Ten automobiles, at $700	7,000	
Current equipment, 45 camps, at $200	9,000	
Uniforms	16,900	
		$ 108,900
B. Personnel—Salaries, subsistence, travel, uniforms:		
Headquarters staff and field representatives, 70, at average $1,750	$122,500	
(General director serves without pay.)		
25 large camps, 13 mos., at $5,720	143,000	
20 large camps, 5 mos., at $3,300	66,000	
Supervision small camps, forts, stations, 30 people, at $1,950	58,500	
40 hospitals, 13 mos., at $3,000	120,000	
30 hospitals, 6 mos., at $1,410	42,300	
Five hospital supervisors, at $1,950	9,750	
Travel	50,000	
		612,050
C. Books, magazines, newspapers:		
Books:		
25 large camps, 13 mos., at $2,000	$ 50,000	
20 large camps, 6 mos., at $1,000	20,000	
300 small camps, 13 mos., at $300	90,000	
152 small camps, 6 mos., at $100	15,200	
70 hospitals, at $1,500	105,000	
140 hospitals, at $500	70,000	
Naval vessels	30,000	

Periodicals:		
25 large camps, 13 mos., at $1,500	37,500	
20 large camps, 5 mos., at $400	8,000	
300 small camps, forts and stations, 13 mos., at $40	12,000	
152 small camps, 6 mos., at $20	3,040	
70 hospitals, at $500	35,000	
140 hospitals, at $60	8,400	
		484,140
D. Administrative expenses—Rent, supplies, printing, etc.:		
Rent six distributing centers, at $600	$ 3,600	
(Headquarters offices provided without cost by Library of Congress.)		
Freight	30,000	
Printing and publicity	60,000	
Heat, light, postage, miscellaneous supplies, headquarters	52,000	
25 large camps, at $1,950	48,750	
20 large camps, at $900	18,000	
300 small forts and stations, at $25	7,500	
70 hospitals, at $200	14,000	
		233,850
		$1,438,940

II. *Overseas*

A. Building and equipment:		
Office and library equipment	$ 20,000	
Automobiles, 15, at $1,000	15,000	
Shipping cases	35,000	
Uniforms and equipment	8,000	
		$ 78,000
B. Personnel—Salaries, subsistence, travel, uniforms:		
Overseas dispatch offices, 30 people, at $1,300	$ 39,000	
France, 40 persons, 13 mos., at $1,800	72,000	
France, 30 persons, 9 mos., at $1,350	40,500	
Fifteen transport librarians, at $1,200	18,000	
Siberia (Vladivostok)	5,000	
Travel	40,000	
		214,500
C. Books, magazines, newspapers:		
Books:		
Army educational libraries	$500,000	
Army of occupation, Coblenz	200,000	
Transport libraries	100,000	
A. E. F., France	205,000	
A. E. F., Russia	3,000	
A. E. F., Siberia (Vladivostok)	5,000	
Periodicals:		
A. E. F	50,000	
Transports	60,000	
		1,123,000
D Administrative expenses—Rent, supplies, printing, etc.:		
Rent:		
Paris headquarters	$ 6,000	
Regional buildings, 5, at $4,000	20,000	
Overseas dispatch offices, 6, at $1,400	8,400	
Freight, heat, light, postage, printing and miscellaneous supplies:		
Paris headquarters	36,000	
Regional libraries, 15, at $1,000	15,000	
Branch libraries, 500, at $50	25,000	
		145,400
		$1,560,900

SUMMARY

For America	$1,438,940
For overseas	1,560,900
	$2,999,840

APPENDIX C, April 5, 1919

This appendix, referred to in the preceding minutes on page 67, is the Report of the Library War Finance Committee, 1918-19, on the Second Financial Campaign of the A. L. A., and will be found on page —.

APPENDIX D, April 5, 1919

Appendix D, referred to in the preceding minutes on page —, is the Report of the Auditors, and will be found on page —.

APPENDIX E, April 5, 1919

ALBANY, N. Y.
26 March, 1919.

To the War Service Committee:

The following is submitted as the report of the Subcommittee on Disposition of Books, Buildings and Equipment:

1. It is recommended that any or all books and library equipment remaining after the A. L. A. has finished its service to the soldiers and sailors of the world war be first offered to the War and Navy Departments in furtherance of any plan acceptable to the War Service Committee for a continuing library service to the American military and naval peace establishments; that upon approval by the War Service Committee the general director is authorized to arrange for transfer of such books and equipment as may be desired by the Government.

2. Material, if any, remaining after the performance of number 1 to be disposed of as follows:

a. Books. To one agency in each state to be designated by the War Service Committee (or the present subcommittee) preferably in the following order:
   (1) Library commission.
   (2) Leading library (state library, if possible).
   (3) Governor.
   (4) State Federation of Women's Clubs.
   (5) State Department of Education.

And to be given by these designated institutions in their discretion to—
   (1) Federal institutions—prisons, coast guards, lighthouses, etc.
   (2) Libraries.
   (3) Schools and colleges.
   (4) State charitable and penal institutions.
   (5) Traveling library systems.

All gifts to be conditioned as follows:
   (1) To be gifts, not sales.
   (2) Some return to be required.
      (a) In responsibility, assumed or agreed to.
      (b) In prospect of permanence.
      (c) In adequate provision for care and use.
      (d) In maintenance of satisfactory library standards.
      (e) In the establishment of a new library or library system.

b. Buildings. The general director is authorized and empowered to dispose of library buildings,
   (1) By gift to appropriate and responsible auspices for library purposes only, expense of removal to be borne by recipient.
   (2) By private sale. As a commentary on probable value the subcommittee notes that the War Department has indicated $500 as a fair salvage value for our $10,000 buildings.
   (3) By salvage:
      (a) On our own initiative and action.
      (b) In joint salvage with some or all of the seven organizations or as part of a Government salvage plan.

All of the above plans to be subject to rulings by the War Department as to legal title to buildings.

c. Equipment. The general director is authorized and empowered to dispose of equipment according to the above plan for disposition of books and buildings and in the following order:

(1) To War and Navy Departments and needed for permanent library service (free).

(2) To those libraries to which buildings are given (free).

(3) To other libraries as designated by state agencies named under a (1)–(5) (free).

(4) By sale, where none of the preceding opportunities are immediately available.

This report is meant to refer to books, buildings and equipment in the United States only. The disposition of overseas property will await later reports from the general director.

Sincerely yours,
J. I. Wyer, Jr.
Gratia A. Countryman,
C. F. D. Belden.

APPENDIX B

AMERICAN LIBRARY ASSOCIATION WAR SERVICE COMMITTEE

Total Receipts and Disbursements, Library War Service Funds, May 31, 1918-May 31, 1919

FIRST LIBRARY WAR SERVICE FUND

May 31, 1918-May 31, 1919

Assets	
Cash balance in American Security & Trust Company, 31 May, 1918	$ 282,341.24
Bonds of the second liberty loan to par value of	300.00
$500,000 4 per cent U. S. Treasury certificates at par and accrued interest, to 4 January, 1918	500,109.59
Receipts	
Interest on $500,000 Treasury certificates paid 25 June, 1918	9,424.66
Interest on bank balances to 31 December, 1918	5,779.50
Liberty bond received on subscription	50.00
Interest on liberty bonds	13.62
Library War Finance Committee (refund of appropriation for expenses), second money campaigns	45,936.21
Cash subscriptions	13,914.47
	$ 857,869.29
Disbursements	
Transfers to account Herbert Putnam, general director	$ 675,000.00
Transfers to Empire Trust Company, New York City, for use of Library War Finance Committee (expenses second money campaign)	125,000.00
Transfers to G. B. Utley, executive secretary (expenses of General Committee)	4,000.00
Transfers to C. B. Roden, treasurer A. L. A. Pub. Board (for use of J. L. Wheeler in preparing After-war reading lists)	1,500.00
Check H. H. Vaughn, Birmingham Trust & Savings Company, returned marked "Balance out"	1.00
Assets	
Liberty bonds held by American Security & Trust Company	350.00
Cash balance in American Security & Trust Company, 31 May, 1919	52,018.29
	$ 857,869.29

SECOND LIBRARY WAR SERVICE FUND

Total Receipts and Disbursements, December 5, 1918-May 31, 1919

Receipts	
Received from United War Work, Inc., cash	$2,609,196.25
Received from United War Work, Inc., securities	190,803.75
Interest on bank balance to 31 December, 1918	20.00
Interest on liberty bonds	884.43
Received from Library War Finance Committee (subscriptions to first war service fund received after it was closed on September 1, 1918)	14,411.03
	$2,815,315.46
Disbursements	
Transfers to account Herbert Putnam, general director	2,286,000.00
Assets	
Bonds of the first, second, third liberty loans	188,600.00
Thrift stamps (par 25 cents)	28.75
War savings stamps (par $5)	2,175.00
Cash balance in American Security & Trust Company, May 31, 1919	338,511.71
	$2,815,315.46

EXECUTIVE SECRETARY'S CONTINGENT FUND

May 31, 1918-May 31, 1919

Balance 31 May, 1918 (War Service Committee Report, 1918, p. 58)	$ 699.39
Receipts	
Credit voted by War Service Committee, 3 July, 1918	2,000.00
Credit voted by War Service Committee, 30 November, 1918	2,000.00
Interest on bank balances	24.48
	$ 4,723.87
Disbursements	
War Service Committee:	
Printing	$ 758.33
Travel	1,155.81
Telegrams and postage	71.88
Personal service	66.23
War Finance Committee:	
Printing "Story of Million-dollar campaign"	87.50
Travel, C. B. Roden, A. L. Bailey	99.83
Auditing accounts:	
Marwick, Mitchell, Peat & Co	453.75
Legal services:	
Campbell, Ledyard & Bulkley	300.00
Balance 31, May, 1919	1,730.54
	$ 4,723.87

STATEMENT OF THE GENERAL DIRECTOR, A. L. A. WAR SERVICE

HERBERT PUTNAM, *Librarian of Congress*

If it shall seem odd to you that I should be addressing you from a foreign capital instead of directly from a rostrum at Asbury Park, it seems, I assure you, no less odd to me. But it is your business that keeps me in Paris, and I could not well neglect it even for the opportunity to which President Bishop invited me, of presenting to you in person a general survey of our operations. Such a survey was due to you as a recognition not merely of your interest in the work, but of your responsibility for it as an organization, and of your authority over it. He added that it was also due to myself. He had in mind, I suppose, the satisfaction that an executive feels in reporting things accomplished.

Where, however, as in this case, the things accomplished are the result not of an individual but of a united effort, the complacencies of the chief executive must be frugal. While he was carrying the title, the general direction, the overhead responsibility, there will have been others who have borne the brunt of the actual labor. One such—Carl Milam—has not merely done this, but, as acting general director, has shared the overhead responsibility itself for a long period; another—Burton Stevenson—has had to carry almost independently the direct responsibilities of the overseas service. And the direct administration has had back of it the War Service Committee, abreast of it the Finance Committee, and at its right hand—in the president of the Association—a representative of the general interest who has linked his office and his personal devotion to the work in a measure quite unprecedented. To the president of the Association, to the chairmen of the two committees, to the acting general director, and to the European representative, you will, I am sure, accord the gratitude which is their due. The French way would be to pass a resolution declaring that they have "bien mérité." You will not do so, for the time is not yet ripe for resolutions of that sort. And I doubt if, as concerns your war service, it ever will be ripe: for any resolution which specifies a few individuals would be unjust to a body of others so numerous as to be quite out of proportion. This results from a fact which has distinguished your war service from that of any of the other six welfare organizations; the fact that yours has been a distinctly professional work, for which you have drawn almost wholly on your own ranks as a professional organization. The significance of this came to me when, the other day, a welfare officer (an *Army* officer) down at Le Mans, remarked to me that our people were the "only ones" who "hadn't made mistakes": they seemed to "know their job."

We *have* made mistakes, many of them; mistakes of fact and of calculation, inevitable, perhaps, from the novelty, the surprise, and the rapid shift of conditions. But the sort of mistake that he had in mind was the sort due to ignorance, to indifference, to lack of method (or unwisdom in method), or to personal unfamiliarity with the business. Mistakes of that sort—common phenomena in organizations which have had hastily to draft untrained personnel—our service has, I think, been remarkably free from; and in that sense I willingly accepted the encomium as due to you.

In that sense also the letter of acknowledgement from the Commander-in-chief of the Expeditionary Forces has a special significance in which you can take satisfaction. It is in the phrase that what the Association has accomplished for the A. E. F. was accomplished "with the minimum of friction and waste." That is praise of *method;* and there is no praise which a professional organization should more gladly welcome.

When we reported to you at Saratoga,

the war effort of the United States was at its height, and the problem for us was still the problem of continuing and enlarging the established work in the camps at home, and of developing a service of supply adequate to the needs overseas.

Within six months came the armistice. The technical effect of this was merely to suspend hostilities. But it was taken as a conclusion of them. "The war was over." And the War Department announced that our troops would be brought home at once. Ignoring calculations as to transport, the imagination both of the soldiers and of the American public leaped to the expectation that they would be eating their Christmas dinner by their own firesides. Instead of this, five months later saw the majority of them still held abroad. For the bulk of them—disappointment and months of tedious waiting; months during which, lacking the excitement of battle, the absorption and preparation for it, all the stimulus of a forward effort, they slackened into a single negative desire—to be "out of it." In a strange land, with little definite military duty save a couple of hours' drill each day, without useful occupation—save in the service of supply, and subject to all the depression of homesickness, and the temptations of idleness under conditions not favorable to self-restraint, their morale was in peril to a degree which thoroughly alarmed the military authorities.

The effort of the welfare organizations, ours included, intensified to sustain it; and ours had not merely to intensify but greatly to enlarge. We had given the men books to bring over, we had supplied them with books overseas, and we had shipped thousands of books to follow them in their foreign camps. But, for the service of those books to them, we had relied upon other organizations. (We were indeed constrained to do so by the military authorities themselves.) This service had proved at many points, and in every respect, imperfect. We had evidently to create, at certain centers besides Paris, establishments of our own, administered by representatives of our own, with professional training, and a direct responsibility. The military authorities gradually consented, and we did so. And the last few months have seen a direct service of our own, operating in every important post of the A. E. F.

This is not to imply that we discontinued or relaxed the service through the other welfare organizations; on the contrary, the effect was to enlarge and diversify this, and to give it added efficiency. Quantitatively the service through them has been the major part of the service abroad, though we have added to it a service direct to various military units. Nor must we omit to recognize the willingness and promptness with which the organizations lent to us their equipment, their facilities, and their personnel, in order to carry forward our operations. Particularly, of course, was this true of the Y. M. C. A. And in view of it we can the less complain, though from certain aspects of policy we must regret, that the credit for the service rendered through them has gone to them rather than to us.

A summary of these overseas operations (to March 31) was embodied in a report by Mr. Stevenson to accompany General Pershing's own report as Commander-in-chief; and has been communicated to you, or will be, in connection with the report of the acting general director and of the War Service Committee. In scale, the operations themselves fall far short of those at home, but in critical importance they have not done so; and the importance of them but increased, when the office of our books was no longer to prepare men to fight but to solace and occupy them in temporary inaction, and to aid in returning them better fitted for their jobs at home.

The opportunity and the duty in these respects had not been unforeseen. I indicated it at Saratoga in remarking that before long the "center of gravity" of our operations might shift overseas. I did not then suspect that the remark would come to have a personal application. But

by December it became clear that the problems abroad, which in every other welfare organization seemed to require the personal presence of its head, were for ours also such that I should aid to deal with them on the spot.

Accordingly I came. And I am still here; for the problems proved not definite and temporary but varied and cumulating —and with new ones ever developing to take the place of those already solved. Even as I write—only a month before your Conference—there are still three-quarters of a million men over here. And with the reduction of the forces, and the abandonment of areas, there is a new crop of decisions involved in the curtailment of operations, the salvage of material, and the settlement of contracts. Such decisions must be summary, and such as require ratification must be ratified promptly. So for a time I remain.

But the intensification of the work overseas has not meant a cessation of the work at home, for this had to be maintained in practically its original dimension throughout nearly the entire year. And it also involved certain new problems —in connection with reconstruction, the preparation for home service and especially for the duties of citizenship. All this will appear in the reports of the acting director and of the War Service Committee.

I am sure also that the history of the year as a whole will be presented to you both broadly and in detail by my associates at Washington, and in the report of the War Service Committee, and that the philosophy of it will also be suggested by the latter. Any larger inductions from such an experience come more appropriately from those who, like the chairman of the committee, informed as to the operations, have not been enmeshed in the routine of them. From the two years together one induction will surely be obvious: That for the first time in its history the American Library Association has emerged from an organization with aims supposedly purely professional, into a public service corporation. And though the service has in terms been for an emergency, its influence will be permanent; it will have left a definite impress upon the Government in the Departments of the Army and the Navy; it will have left a continuing benefit upon many individuals widely diffused throughout the country. It will have notified to the public the spirit and the efficiency of an organization whose availability for a general public service had not been realized, and it will have affected the Association itself with a lasting faith in its own abilities.

HERBERT PUTNAM,
General Director A. L. A. War Service.

STATEMENT OF THE ACTING GENERAL DIRECTOR, A. L. A. WAR SERVICE

CARL H. MILAM, *Director, Public Library, Birmingham, Ala.*

It is unnecessary for the acting general director, after presenting a printed report of twenty-six or twenty-seven pages, to make any considerable additional statement. Perhaps it would be well, however, without attempting to summarize the report that we have made, to point out the thread you will see running through it. Since the signing of the armistice, particularly, there have been only two things in mind. The first has been to serve the men — the duration-of-the-war men — in such a way that we might claim to have contributed something to their general welfare, and to the placing of them back in their normal positions in civilian life. We have done that through the camp libraries, to some extent, and through the hospital libraries, and we have tried to coöperate with you in your public, college and special libraries in accomplishing that end. The other thing has been to leave behind something definitely accomplished.

When the war was over, the American

Library Association had no desire to go on and do a piece of work which I think all of us felt should be done by the Government. But we wanted to handle our affairs in such a way that it would be easy for the Army and the Navy to take over that work. There are a few specific examples where the work has already been taken over by the Army and Navy officials. There came a request from a naval air station to purchase our library—to purchase it because they could not accept a gift. And so we sold our library at Pensacola—not the buildings, for we had none, but the books and our miscellaneous equipment to this naval air station for one dollar. Although the commanding officer had a letter from a very high official of the Navy Department, saying that he was authorized not only to purchase the library, but to employ a civilian librarian, we learned a few days after the transaction had been completed that in spite of what that very high official in the Navy had said, some one had informed the commanding officer that no funds were available for employing a librarian, and he asked us urgently, in a telegram, to leave our man there for an indefinite period. So the library is now owned and operated by the Navy, with a man whose salary is paid by the American Library Association.

An opportunity came for a somewhat similar transfer of the work in Siberia. By the way, I should like to take issue with Mr. Wyer when he said that Mr. Clemens continued in service in Siberia throughout the entire emergency. I wonder if Dr. Keppel, now that he is about to leave the War Department, thinks he is leaving after the emergency in Siberia is over. Some of the mothers and fathers of this country think not. But the work is being continued there, and our representative is a chaplain, a man appointed to that work at the request of the War Department in Washington. The man who took over all of Mr. Clemens' activities is a regular War Department official. Some of you may wonder why he is not a librarian. It is quite possible that among the few thousand men in Siberia there are no librarians. I don't know as a matter of fact whether in the regular Army there are any librarians who would be available. We are still providing reading matter, but it is a Government affair in every other respect.

I think I might say just a word, too, though I have said it in the report, in explanation of the fact that the war did not stop for the American Library Association when the armistice was signed. I need say nothing more on that point than simply that the peak of our work was reached, not in October or November, or even in December or January, but in May. We were just beginning to drop off toward the end of May, and now we are on the down grade so far as expenditures and work are concerned, but until the 1st of May we were constantly climbing, in spite of the fact that in the minds of many people the war was over.

One final word. There have been so many things said about the American Library Association that are complimentary that I feel that somebody must raise a voice in protest. Secretary Daniels the other day—this may be getting a bit ahead of the game, and stealing some of the president's thunder—Secretary Daniels in a telegram to the man who is to take his place on this program (he sent me a copy of the telegram), said: "I hope you will accept the invitation of the American Library Association, which wants you to speak on the wonderful work of the American Library Association during the war." I think some of you may decide that we asked Dr. Keppel to come and speak on that subject. As the one who had the privilege of tendering the invitation for President Bishop, however, I wish to put in a word to the effect that I protested to him on that day that we were not asking him to come and praise the American Library Association; but as an educator, who had been connected with the war, to come to us and bring a message that might be of practical value in helping us to solve the difficulties which might come

in the future, calling to our attention, perhaps, mistakes which some of us had not seen, mistakes which nobody could see except a man in his position. He has been kind enough not to call our attention to our mistakes. But I wish to voice, on behalf of the American Library Association, the statement that the American Library Association sees many things which it did imperfectly. It is now doing things which it should have done two years ago. We have made mistakes, some of which seem inexcusable, now that we look back upon them; but because of those mistakes which we see, the opportunities which we missed, the many things which we ought to have done which we did not do, we are more than grateful for the praise that comes from those who have watched our work from the outside.

SALVAGING WAR LIBRARY SERVICE FOR PEACE TIMES

By Major Jason S. Joy, *Director, Commission on Training Camp Activities, War Department, U. S. A.*

Before I came into the Army, I lived in northern New York, up where the French-Canadians grow. I am reminded of a story told of two of my friends who were fishing on Lake Champlain. A storm came up, and it looked as if the small boat in which they were fishing would be swamped. Baptiste, who was sitting in the front part of the boat, yelled to Joe, "Joe, throw over the anchor." Joe replied, "But there is no rope on the anchor." "Never mind, throw it over anyhow!"

I am supposed to suggest how the work started by the American Library Association with the Army shall be anchored for the future, but I am unable to locate a rope. I don't know how we are going to salvage the work we have been doing. It may be done in one of two ways, and I am going to tell you both of them. Last night one of the "highbrows" of your organization asked me what I was doing here. He didn't understand that a mere Major knew anything about books at all, and I assured him that his guess was about right; that it was the privilege and the duty of the American Library Association to tell the Army and to show the Army how the thing should be done. He also reminded me I did not come to praise, but to bury you. He said you have been praised enough already. However, I want to say this: I came into this work after the armistice had been signed, knowing very little of what the affiliated organizations had been doing, and I found that the American Library Association was ready to do whatever we asked them to do, and do it cheerfully. When we asked you to put men on transports you did so; when we asked you to take them off you complied; when we asked you to put libraries on boats and in various hospitals, etc., you came running to do it. I am mightily pleased with the spirit of coöperation and the unselfish spirit that has permeated your entire organization and has been manifested in every action you have taken. That is as much praise as I am allowed to give. I love you all.

There were two jobs handed to me when I became director of the Commission on Training Activities; one was to carry on the work that had been started under Mr. Fosdick, until the last man shall have been demobilized—the last National Army man shall have been demobilized from the emergency army and the other to assist in developing a scheme of carrying this work on through the peace time regular Army organization. The first job is going very nicely, with the hearty coöperation of everyone. It is a hard job now; I realize that the camp librarians are having difficulty in reaching the few men that are scattered all over the cantonments. It is a discouraging proposition, it makes a fellow almost homesick, when he goes into a camp and finds there are just a few

fellows there, hiding behind the trees, and yet they are carrying on the work just as efficiently as they did in the days of mobilization. That work must continue until the last man has been sent home. I know you are going to do it.

Now, as to the work of the future. It has been thought by the members of the General Staff of the War Department, who have this problem on their hearts, and those of your own organization with whom I have talked, that it is the duty of the regular Army to carry on all recreational and welfare and educational work under its own auspices; that it should cease to ask the civilians to come in as organizations to do the work they should do themselves. This is the result of your example to the regular Army. The civilian organizations, the seven affiliated organizations have come into the Army and have demonstrated the need and the value of this sort of service, and it is a compliment to the affiliated organizations that the Army has seen the demonstration, has noted the value of it, and has decided that if possible it will carry this thing on forever. It is rather difficult to decide just how it should be done. No organization has yet been set up to do it, but on the spur of the moment, just about half an hour before the Military Affairs Committee of the House of Representatives was to assemble, an officer was sent to appear before the committee and ask for an appropriation of several million dollars to carry on this work. We asked for a maximum of $23,000,000 and a minimum of $8,000,000 to carry on the recreational welfare and educational system in the peace time regular Army establishment. The Secretary of War and his Third Assistant, whom you know—Secretary Keppel—and General March, appeared before the Military Affairs Committee of the Senate a week ago, and I have just been officially informed that the Senate Military Affairs Committee has reported out a bill authorizing the expenditure of $6,350,000 for this sort of work during the coming fiscal year. This is not very much, considering the need and the things that are to be done, but inasmuch as demobilization will not be complete for some months yet, and the men for the regular Army military establishment will not be coming into the army in any great numbers until the fiscal year is fairly started, it seems to me that an experiment or demonstration can be made on that amount of money. We probably won't get as much as that, but the regular Army will get enough to start this thing and demonstrate its sufficiency or insufficiency.

You want to know what you are to do? I have already asked you to continue your work until demobilization is over; that will carry us on for some months. I don't believe the Army for some time to come will be able to develop the personnel to guide the library assistants. You know the problem; it is your business; you are trained for it, so whatever organization is developed to carry on this work in the regular Army, will need the guidance and assistance, the result of your experience and the daily presence of a good many of your workers. Mr. Keppel told me yesterday afternoon that I might say this: Undoubtedly an organization will be developed in Washington which will have as its duties the development and direction of the morale, recreational, welfare, educational and religious program of the man's life.

Now, that organization will need trained librarians. I have asked some of your "highbrows" if you know of any men in the regular Army or any temporary officers that are properly equipped to handle this. We may have a few; I don't know. But in the interim between now and the final culmination of this plan the American Library Association will have to lend to the Army a sufficient trained personnel to establish thoroughly this work so that we may not lose time during the turnover. I know when we come to you and ask you for this, you will step forward with the same spirit of self-sacrifice that you did in the early days of the

war, and that we may count on the American Library Association's support in putting this thing into the regular Army, where it will stay forever.

It is just as essential to train the soldier to be a well-educated, well-rounded citizen as it is to train the civilian. I don't mean that he is not a citizen while in the Army, but he takes eventually his other niche in the civilian population. And the soldier has just as much a right to the privileges which the American Library Association throughout the country offers to his less or more fortunate brother, as the man in long trousers has—and his sisters.

Then you folks must assist the Army in establishing, developing and carrying on schools to which may be sent certain selected non-commissioned officers and enlisted men, who should be trained to act as post librarians under the leadership of carefully selected officers. We want whatever people are now in camp work to remain as long as the emergency lasts, which will be four months after the declaration of peace, providing there are any men in those camps whom they should serve.

The salvaging of your equipment, property, etc.: You are just about (if you haven't started already) to bring back the books from the other side. I understand they are to be assembled in New York, renovated and placed in shape for distribution wherever they are needed. It seems to me, and I admit I have not thought it out very carefully, and you folks will tell me rather than having me tell you, but it seems to me that when this work is started in the regular Army there will be one central office and one depot in each military department, so that each department may be almost independent within itself, and will distribute and exchange books sent from the department headquarters as often as is necessary. There is one if—IF we get the money. If we don't, then it will be up to you folks again. This thing has got to go on in the regular Army. It is the duty of the country, it is the duty of every one of us, to see that the boys in the regular Army have this privilege. If the War Department does not get the money to carry this thing on, then the American Library Association, as the agent of the American people, must do it. I don't know how you are going to do it; I don't know where you are going to get the money or the personnel, but that is the other horn of the dilemma, and I as confidently expect the American Library Association to solve it as I know they have solved every other problem that the War Department has ever put up to them.

LIBRARY SERVICE FOR THE PERMANENT NAVAL ESTABLISHMENT*

By Commander C. B. Mayo, *Navy Department, U. S. A.*

Although I hesitate to start out with an apology, I must remind you that a sailor man is not much of a speaker, and I never in my life thought I would be in Asbury Park making a speech. The only time we have seen Asbury Park is from a destroyer out on the sea, and you know it is shallow water near the shore, and we keep away from it.

There has recently been organized in the Navy Department a new division. Its mission is "to aid constituted authority to maintain a high morale." The wording of the appropriation from which it draws its fund is "for the health, comfort, contentment, and recreation of enlisted men of the Navy and Marine Corps." It has been my privilege to have been in at the establishment of this division. Our organization differs in some respects from that of the Army, which has as a division of the general staff, the Commission on Training Camp Activities, and the Chaplain's Corps. When we started this little

*Extemporaneous address.

division in the Navy, we thought we would get all of these people together and put them under one head, and I am only temporary head of this division. The permanent head will be a much older and wiser man, who will come in later on. I was advisory member of the commission during the war, in addition to my other duties. We have representatives of the Navy who go down to the sea in ships, chaplains, line officers, paymasters, marine officers—all come there, and we have selected the very best line officers in the Navy, and the best staff officers. I know them, because I have been detailing them all during the war; I know their records, and the best we can get we are sending around to the different cities, and in the different districts, as morale officers, and aids for morale. Their duties are what the name implies, "to aid constituted authority to maintain a high morale." The commanding officer of a station, or captain of a ship, is morale officer of that ship. His is the responsibility, and there is nothing we can do that will relieve him of that terrible responsibility, but we can help him. This has never been systematized in the Navy. We have had athletics, for instance, but we have had them in a sporadic kind of way. We have had teams, and if a man can win a place on a team, it will develop him, but if he can't do that, it will not help him. We are trying to surround the men of the Navy with a circle of good influences, and to make the uplifting influences just as powerful and just as attractive as the evil influences. We must not try to make his choice for him; Americans won't stand for that. But we can at least make the good as attractive as the evil, and the evil heretofore has been more attractive.

I suppose every speaker from the Army and the Navy has lauded the work of the American Library Association in the camps, on the ships, and overseas during the great war so happily ended. I say this, for I know that appreciation of your work is universal, unanimous, throughout the service. It is true, you have had tangible and concrete problems to solve, and it has been for that reason easier, but your success should make you very proud and very happy. New problems are now arising. You know a great many people fear the results of prohibition, but if we can give the sailor man books, we need have no cause to fear. I think it is Bacon who says, "Reading maketh a man full"; or is it "a full man"?

This new division, this sixth morale division of which I spoke, has many problems for solution by the American Library Association, and it is to present them to you and to pray your assistance that I am here. I might say we are asking for a million-dollar appropriation for this work from the House Committee, an increase from $150,000 to $1,000,000. That is at the rate of one cent per man per day. For one cent per man per day you could give them all the athletics, all the motion pictures, all the amateur dramatics, instruction in social hygiene, books and magazines, take care of his home service —get his home people in closer touch with him—and do it all for one cent per man per day. It seems to be a very little, when it costs forty cents a day to feed him. The estimate was cut to $400,000 in the House, and the Senate, I believe, is going to raise that to $700,000. So we can get along. Of course, we cannot do all those things which are necessary, and which I believe in five years would make a new and better Navy, if gone about in a businesslike manner.

This movement is not confined to the Navy. Every large industrial organization, every business organization, is spending money and appropriating heavy sums for this purpose. America has at last awakened to the fact that workmen or enlisted men are not mere cogs; they are persons, and have personalities, and in order to get the best results from them, we have got to pay attention to their personality, and to develop it. I have been associated a great deal with naval chaplains, of late, and so you must pardon me if I resort to firstlies and secondlies.

First, the cordial coöperation which exists between the American Library Association and the Sixth Morale Division must continue always — eternally. You must forgive our mistakes and be forbearing; we are bound to make them.

Second, we ask you to salvage every book you can from those now in service, for the Navy and Marine Corps. You have done a great work, but there is still need for books and we will take anything you can give us.

Third, we ask you to advise us as to the procuring of books with Navy funds, how to get them and from whom to get them. We buy in large quantities, and your expert advice is essential. We have at present libraries of 1,100 volumes on the big ships, down to 50 or 100 volumes on the small ships, the destroyers. The libraries on the ships and in stations are now in charge of chaplains, and a chaplain also acts as librarian in this Sixth Division. I am sorry I could not bring him with me, but he is so busy he could not get off.

Fourth, we ask you to help us in this selection, and to continue your study of books for the Navy in the light of your experience of the last two years.

Fifth, we ask you to help us in standardizing the practice of the libraries in the ships and stations in matters of classification, arrangement, circulation, and so forth.

Sixth, we ask you to appoint at least one or two men to be in Washington whose sole duty it will be to advise and assist us in making the library a very live and vital force in the morale of the Navy.

We are changing the system of education in the Navy. In future it will be based on four principles:

First, it will be non-compulsory. If they don't want education, don't give it to them. That's American stuff.

Second, it will be outside of the working hours. We work awfully hard in the Navy; some people don't believe it, because they only see us when we are in port and when we are playing. The Navy man's hours are from 5 o'clock in the morning until 5 o'clock the next morning. But if he is ambitious, he can find time outside of regular working hours, and we only want to give education to ambitious men; don't throw pearls before swine.

Third, it should be largely self-help, a system of education where the man must dig it out for himself, and that is directly along the lines in which education is given to us at the Naval Academy at Annapolis. We have very few instructors at Annapolis; we simply hear the midshipmen recite; I know, because I was there as an instructor for some time. The man has got to stand on his own legs, and must dig it out for himself.

Fourth, it will be along lines which are directly beneficial to the men in the service, to make them better sailor-men, and anything that will make men better sailor-men will make them better citizens, when they go back to civil life.

You have done a great work, but your work is not done. You have not completed your task until you have done all these things we beg of you. The war has made us all better men and better women. The country has awakened to a new citizenship. A primary duty of that citizenship is to care for its men in uniform in time of peace as well as in time of war. Don't let it be Jackie this and Jackie that, now that the guns have ceased to thunder. Help us to make the United States Navy a living force for good, an example of clean manhood to our country's hope, the youth of this generation.

OUR LIBRARY RESOURCES AS SHOWN BY SOME GOVERNMENT NEEDS IN THE WAR

By Andrew Keogh, *Librarian, Yale University Library*

President Bishop has asked me to give some account of the library side of the government office named the Inquiry, because he thinks it a matter of professional interest.

I shall say little of the personnel of the Inquiry, since there are two histories of the organization in preparation—one for the American Geographical Society, under the supervision of its director, Dr. Bowman, and the other for the War Department, by the history board of the War Plans Division of the general staff. It is only necessary now to say that in September, 1917, Colonel House was authorized by President Wilson to collect and organize data that might be useful at the eventual peace conference; that he promptly established in New York an office which was later called the Inquiry, under the directorship of President Mezes; that by the time the armistice was signed more than 150 American scholars had contributed reports on matters in which they were specialists; that representatives of the nations affected had come for conference with the officers and specialists of the bureau; that there was frequent exchange of material and of views between the Inquiry and similar bureaus abroad, especially those of France and England; that the Department of State, the Military Intelligence Division of the general staff, the National Research Council, the National Board for Historical Service, the Department of Commerce, the Tariff Commission, the War Colleges, and many other official and unofficial organizations, American and foreign, coöperated in the work; that after thirteen months the material gathered, amounting to several tons in weight, was placed on board the George Washington to travel overseas with the President on December 4, 1918; and that all the information gathered had been so carefully classified and indexed that it was instantly available.

The location of the office of the organization was a difficult problem, but it was finally solved by accepting the offer of the American Geographical Society to place its building and most of its staff at the disposal of the Inquiry. The society's building is convenient of access and yet not too public; it houses a library and an organization intended for research workers; and it provided a place where confidential documents and maps were safe. From November 10, 1917, the work of the Inquiry was carried on at Broadway and 156th street under guard night and day.*

At first the scope of the Inquiry was very wide, but with the establishment or development of other government bureaus to look after certain topics, such as strategy or international law, the work of the Inquiry became more intensive, until at last it was centered on territorial and economic matters. The main areas in which research was conducted were of course determined by the war itself, but special studies were made of disputed areas, or of local conditions that were the sources of political antagonisms. A typical study of a country included its political and diplomatic history, its economics, its geography, and its education. The historian reported on historic rights, including suffrage laws; on religious developments and customs; on subordinate nationalities; on the rights of minority peoples in composite populations; on recent political history as related to diplomacy and treaties; and on public law and constitutional reforms. The economist reported on international matters, such as raw materials, coaling stations, cable stations, tariffs and customs unions, free ports, open

---

For further details see an article in *Geographical Review*, January, 1919.

ports; and on regional matters, such as industrial development, self-sufficiency, and traffic routes in relation to boundaries and material resources. The geographer reported on strategic frontiers and topographic barriers, and on economic factors such as irrigation, not only in their present development but as to their possibilities in a general reconstruction. The cartographer made maps and diagrams to visualize every kind of distribution, such as racial, linguistic, and religious boundaries; minerals, fuel, water power, railways and trade routes, crops and live stock.

The study of a question consisted primarily in the collecting of the essential facts; and secondarily in the sifting and collating of these facts so as to show their bearing upon any solution of a problem that might be proposed. The work had no political bias, the instructions given to the experts being to exercise fairness and to consider the interests of the peoples in the territories affected. This complete liberty of action gave unbiased results, and it is gratifying to know that the work of the American experts won high commendation from the various foreign delegations.

For its collaborators the Inquiry turned to the universities of the country, since it is the function of the universities not only to train experts, but to maintain high ideals of thoroughness and scholarly impartiality. The Inquiry did not confine itself to university faculties, however, but obtained the assistance of competent men without regard to university affiliations. Sometimes reports were requested from several different authorities, because on many questions there are not only two sides, but half a dozen.

The collaborators were not always at large universities, nor residents of large cities, and many of them could not leave their occupations to carry on research elsewhere. The Inquiry could not purchase the books they needed, partly because it lacked the money, but chiefly because of the impossibility of obtaining and storing so much material. The problem was complicated by the fact that the work had to be done with as much secrecy as possible. It became necessary, therefore, to organize at headquarters a bibliographical service which should do for these scattered scholars what a regular library does for its own clients. To this end great assistance was given by the American Geographical Society, which placed its whole library and its library staff at the service of the Inquiry. Not only did it do this to the fullest extent, but it bought large numbers of books and maps for the use of the Inquiry, and it began and carried on a map-making program without precedent in this country. The American Geographical Society is, however, limited in scope and in funds, and a call upon other libraries for help soon became necessary. Of the outside libraries those upon which the greatest demands were made were the library of Columbia University and the New York Library. I put them alphabetically because it is impossible to say which rendered the greater service. Each purchased books that were needed, each provided special rooms for the research workers, and each gave reference service beyond measure. Columbia lent Miss Florence Wilson to become the assistant librarian of the Inquiry, and the American Library Association sent her to Paris to continue her work on the files she had cared for so well in New York. The cordial and unstinted assistance given by Dean Carpenter, Mr. Hicks, and Miss Mudge was only equaled by that so cheerfully given by Dr. Anderson, Mr. Lydenberg, and others of the New York Library staff. Outside of New York the greatest help was received from the Library of Congress. Dr. Putnam made more than one visit to the Inquiry, gave every facility for the use of the Library of Congress and procured and made available many books that could not otherwise be had. Princeton contributed Dr. Richardson himself, who not only made investigations in the Library of Congress and elsewhere, but prepared for the Inquiry many bibliographies that were of the utmost service. The list of coöperating libraries is a long one, and it is a great

pleasure to state that the librarians called upon went to extraordinary lengths in rendering service, giving their time and thought and energy, waiving rules whenever that was possible, and assenting willingly to the Government's requisitioning of books where the rules of their libraries made no provision for loans. I am particularly glad of the opportunity of stating that of the many hundreds of books from American libraries now in Paris for the use of the Peace Conference a large number bear the Harvard bookplate.

My paper has to deal, however, not only with the service rendered to the Government by the scholarly libraries of the country, but with the service they did *not* render. Research librarians are expected to provide the materials for literary edifices, but even with the best of good will they cannot make bricks without straw. It does not detract from the value of the service rendered by American libraries to say that in our national emergency our libraries were not equal to the demands made upon them, individually and collectively.

Consider some of the details of one or two of the topics I have named above, and picture the amount of help that would be given to an investigator of one of these topics in your own library or in any library known to you. Suppose that an inquirer were to ask for material on the Trentino, for the purpose of making a general ethnic, strategic, and economic study of the area from the Italian frontier of 1914 to the highest peaks in the north, and a detailed study of the disputed triangle at the conclusion of the Italian-Austrian negotiations of 1915, with special attention to the ethnic composition of the Bozen Valley, the position of the ridge crests, and the economic draining of the area? Suppose another were to ask for information on the ethnic composition, the economic affiliations, and the political relationships of Bosnia, with particular reference to the tongue of land from Ragusa to Volavitza? Suppose one were studying any of the disputed areas of the Balkans—Epirus, Macedonia, Thrace, The Dobrudja, Pirot, Thasos, The Banat, the Maritza Valley? Suppose he were trying to draw topographical outlines of a possible internationalized area to include Constantinople and the Straits, and wanted the most recent and most accurate information about the administrative, military, and economic questions involved in its internationalization, including terminal and port facilities, police, sanitation, municipal administration, the ownership of the Bagdad Railway; and the relation of such an internationalized area to the Ottoman public debt? Each of the territorial questions had to be studied in just such detail, and in many cases the answers were not to be found in this country, and owing to war conditions could not be obtained. The best ethnographic study of Serbia, *e. g.*, is by Dr. Jovan Cvijic, a member of the Serbian Academy of Science, and was published by the Belgrade Academy in three parts. The first of these was translated into German and published as a supplement to Petermanns Mitteilungen. The second and third parts have never been done from the Serbian, and no copy of these two parts is in this country. Neither is any recent issue of the Turkish official year-book called Salnameh, unless indeed it be in the Turkish Embassy. The largest scale map of Persia is not here, and, worse still, its existence was unknown. The census returns of some of the belligerent countries are nowhere to be found; while the sets for other countries usually lack the latest volumes. If one wishes to check disputed national figures by the local church or school census returns, to see whether the national figures are falsified, the local returns are not available.

This regrettable condition of our scholarly libraries is well known to university librarians and to the librarians of other great research libraries, but the public is not aware of it, and there are many members of the American Library Association who do not realize it. The public library and the library of the small college provide books in the familiar lines of study,

and this work is done well; but when a reader wants to go beyond the ordinary books on a subject, or to make research in some unusual field, his progress at once becomes difficult and sometimes impossible. To arrive at a sound conclusion in any of the instances I have named, one must have the local histories and geographies, the local statistical and commercial handbooks, the more important local newspapers and magazines, the publications of the local scientific societies. We have not spent money and time on such local matters because we thought them merely local, and of no interest to us. We did not care whether certain districts in East Prussia were German or Polish; did not know what is involved in the ownership of the Briey district; did not understand the meaning of the Pan-Turanian movement. Yet these questions, and a hundred like them, are the questions that disturb the peace of the world. Even in our own hemisphere there are many danger-spots that may affect our national life. We cannot rid ourselves of these dangers by ignoring them. There are probably people in this audience who do not know where Tacna and Arica are, yet the question of their boundaries may at any time bring on a war in which the United States may have to share. I venture to say that there is no library in this country that has the necessary material for determining the policy of the United States in regard to this and similar questions.

The truth is that the war found us as unprepared for making peace as for making war, and we were much worse off in mobilizing for peace, because many of our necessary materials were thousands of miles away, with little or no possibility of getting them. The formation of an enlightened American point of view on disputed questions was made difficult because we had not been foresighted. We have muddled through. But now that we are to take our full share of the burden of civilization, and help to mould the lives of millions of people with whom we have not hitherto been directly concerned, we must educate ourselves for our new duties. Our research libraries must provide the means of education on a scale much larger than has hitherto been thought necessary. They must also organize their material and their effort so that unnecessary duplication may be avoided, that what is lacking may be known and provided, and that the literary resources of the nation may be made available easily and quickly. Our national counsel to be of value, must be informed; and our national decisions, to be just, must be based upon knowledge.

TRAINING FOR THE LIBRARIAN OF A BUSINESS LIBRARY OR A BUSINESS BRANCH

By Frank K. Walter, *Vice-Director, New York State Library School, Albany, N. Y.*

The business librarian is both the embodied recognition of the practical value of libraries and of the expanding ideals of business. He is an indication that present day business is beginning to recognize that personal profit and public service are very closely connected. The competent business librarian need not renounce his claim to a business man's salary. This would probably make his employer think him lacking in ambition. He must, however, earn his salary by anticipating business ideals as well as market conditions and he cannot do his work really well unless he believes in business as a conserving force in society.

The first step in suitable training is the selection of candidates with suitable personality. Many of the traits desirable for the business librarian are those desirable for any librarian or, indeed, for any socially minded citizen. He must have foresight and vision; he must know his field and be able to organize the material he

collects; he must be accurate so that his firm will not suffer through misinformation or be led to inaccurate conclusions through insufficient data. He must be quick as well as accurate so that the data needed will be available when needed and not the day after. He must have business sense to enable him to get the viewpoint of those for whom he works.

As the scope of business widens the need of more education on the part of the business librarian increases. Except in individual cases he cannot afford to specialize too much, but he must be well grounded in the principles of the social and physical sciences. The theory of a few years since has now become established business practice. Economics ("the dreary science"), sociology and psychology have emerged from the classroom and the college laboratory and are now doing yeoman service in executive office, in shop and in salesroom. The field of business has become international and essential information is no longer confined to the English language. The business librarian cannot afford to start his work without the training which this implies. If his inclination leads him to the field of technology he must perforce know something of the physics and chemistry on which most industrial operations are based. There is so much specific information he must get after he becomes a business librarian that he must start with the smallest possible handicap of ignorance.

The training should be definite but not too specific. Intelligent knowledge of principles and not microscopic special information is the desired end unless the expert knowledge is itself built on a broad base. The specialist usually serves one department. The librarian must serve all the specialists as well as the business as a whole.

It is not easy,—perhaps it is not possible—to distinguish with much definiteness between the work of the business librarian, so called, and the librarian of a business branch of a public library. In most cases the latter will serve more types of business and will, consequently, need to have at hand material on more subjects. His training must therefore be wider than that of his colleague whose work is confined to a more limited field. The distinction will be less when the "business librarian" is in the service of a large corporation with varied interests. The business librarian may often need knowledge of recreational literature to use in the welfare projects of his firm. The librarian of a business branch on the other hand can usually delegate this work to his colleagues in the main library.

Essential as this general education is, it is not all-sufficient. The bearings of any machine, though made of the finest steel, must be polished before it will do its work well. A successful librarian must know how to run a library. Consciously or unconsciously, he must use library technique. In an article in *Special Libraries*, (Jan.-Feb., 1919) I have briefly stated my reasons for believing that the special librarian of the future will be trained through regularly conducted courses rather than through apprentice experience in business libraries, or through experience after appointment.

In general, the training of the business librarian may be largely concerned with the subjects of importance to all libraries. It is beginning to be recognized that education in other directions has specialized too much. Educators are realizing that there is no real agricultural chemistry, but simply the general principles of chemistry applied to agriculture; no business arithmetic, but arithmetic applied to business conditions; no business English that is not merely good English adapted to a special audience—a principle which good writers and speakers have always recognized. Similarly, in library circles, there has often been too much insistence on the detail to the neglect of the principle. Business library practice differs from public library practice in specific application, not in essential. Both would be benefited by a return to the general principles which

could be adapted to meet the specific needs of either.

There is little really fundamental which the business librarian will find unnecessary. Elimination of the unnecessary implies rather accurate knowledge of what is necessary. Simplification which is merely omission is not necessarily efficiency. Even Henry Ford cannot afford to simplify by leaving off the nuts at the ends of the axles. It is a mistake to think that small special collections and simple records necessarily go together.

The fundamental processes of classification, cataloging and assigning subject headings; the use of reference material; knowledge of trade and subject bibliography and the sources of supply of printed material are perhaps even more important in business than in public libraries. In the public library much can be standardized. The librarian of the specialized library must, in almost every case, modify standard methods to fit special conditions. He must adapt his classification to the character of his material. He must, therefore, know the principles as well as the devices of classification. He must determine what details of cataloging will be needed by his limited public in the future as well as in the present. He must, therefore, know the reasons underlying the catalog. The fact that his reference collection is probably small makes it necessary for him to know reference resources outside. The information bulletin, the periodical checked for items of interest to the specialists of his firm, the reference list for special persons or occasions and the absolute necessity of getting needed material in time, require a knowledge of bibliography considerably in excess of that required by the average public library assistant. It is seldom that his administrative duties are so extensive as to permit him to escape this direct routine work. He must know his material first-hand as the librarian of the public library seldom does. He cannot depend on the public library to get his material for him, for it often does not have it, nor can he confidently expect the public library to do his research work, for it often will not do it.

The business librarian as a part of the community has a right to ask from the community-supported public library any reasonable service it can give. Knowledge of the resources and necessary limitations of the public library will not only prevent him from asking for what he cannot get but will enable him to insist on and to obtain his rightful share of service. An outstanding feature of the present industrial situation is the professed desire of progressive capitalists and intelligent working men for a mutual solution of their problems through better understanding of each other. Similar action between business librarians is highly desirable. It is at this point that the librarian of the business branch can often be of service. His collection is open to all. His connection with the public library is so close that he can demand, for public service, the things he really needs.

In more specific directions, the training course for business librarians could very profitably receive more emphasis. The vertical file in its varied applications is of great value in any library. In the business library or business branch, with its relatively large proportion of pamphlets, clippings and the like, it is essential. More study of its varied uses and some practice in them should be included in any such course. Technical, scientific and economic bibliography should receive more attention. It would obviously be impossible to examine in detail even the important books in all lines included in business libraries but a comparative study of varied types in more varied lines is desirable. Much applied business bibliography is available in scattered lists and articles. These could easily be used as the foundation for correlated courses. The necessity of time-saving devices such as information lists and bulletins and the checking of periodicals have already been mentioned. This at once suggests more attention to annotating and digesting scientific and industrial literature. The present emphasis in

most library training agencies is on literary comment and evaluation. The scientific note deserves special attention as it involves certain characteristics not necessarily inherent in the literary note.

Classification is the anatomical basis of all organization, the skeleton on which the business organism depends. As stated before, the business librarian is usually forced into some independent work. Too often the result is based on little comparative knowledge of the history and general theory of classification and the new scheme adopted is likely to be little improvement over the one discarded. The growing dissatisfaction with older classifications which is evident at present indicates the need of more comparative study of classification, especially of material dealing with subjects whose character and relations are constantly changing.

The intimate relation of the business library to every part of its firm suggests a study of business organization and business details. The effective delivery of material requires more than a brief study of the organization chart. It involves a knowledge of the interrelations of departments not directly connected on the chart. Detailed knowledge must wait on personal connection with the firm in question, but at least the outlines of approved organization should be learned in advance.

Any course such as suggested here will require either a very sketchy treatment of all the subjects indicated or a longer period of preparation than is usually contemplated by those preparing for business library work. The immediate tendency of the times, doubtless aggravated by the short intensive training courses of the Army and Navy, seems to be toward tabloid courses superimposed on as little previous training as the candidate can offer with impunity. This tendency is almost certain to defeat itself. The short, intensive training course was successful only in proportion as it was applied to those with previous training or exceptional ability. The real period of preparation was only apparently shortened. Moreover, we are too near the event to be sure whether the success was in all cases as great as the newspapers and the officially inspired news note indicated.

Unless history stops repeating itself, preparation for the future will be more thorough than ever. As the conception of business broadens and the human relation as well as the balance sheet is recognized, the business librarian will become increasingly important. He will use his books as the shop superintendent uses his material—as a means to convert past experience and broaden with his work. In the business branch, open to all on equal terms, an even wider field will develop, which will require much better preparation. There will be little difficulty about maintaining a professional standard. The business library will have a definite problem whose solution will result in definite contributions to the economic welfare of both employer and employee. The business librarian who cannot produce results will share the fate of other ineffective factors in business. He must become a producer and a definite asset or he will be removed as a liability.

TRAINING FOR HIGH SCHOOL LIBRARIANSHIP

By Sarah C. N. Bogle, *Principal, Carnegie Library School, Pittsburgh, Pa.*

There was recently presented to the faculty of the graduate school of one of our large universities, in partial fulfillment of the requirements for the degree of master of arts, a thesis on the "Place of the library in high schools of the first class in the vicinity of a designated city." The thesis was received as the most able which had ever been presented to this particular faculty.

It was based upon a survey of forty-two high school libraries. The facts considered were

1. School enrollment
2. Size of the library
   a. dimensions
   b. seating capacity
   c. number of volumes
3. General usefulness of the library
4. Number of hours the library is open
5. Reading of pupils and their instruction in the use of books in the library
6. Use of current magazines
7. Financial support
8. Comments concerning the problem of each library
9. Who has charge of the library?
   and
10. Has she had special training for librarianship

Of the forty-two people in charge of libraries eleven had some library training or experience, while but two were graduates of accredited library schools and fully qualified as high school librarians. The effectiveness of the libraries shows plainly in the summing up: Where the librarian is trained "the library is attributed to be the common center of school interest"; where an already overworked teacher does her best to care for the library, even the need for a library and its place in the school activity fail to be recognized.

The district superintendent of high schools in our largest American city tells us: "It may be confidently asserted that the most potent single agency in the modern cosmopolitan high school is the library." And one of the men foremost in vocational guidance in our public schools says, "I believe I am safe in saying that the school library will be the proof of the educational value of the new curriculum. When our schools have outgrown their cloister days and are aiming to prepare our boys and girls for the life they must live in a workaday world, the library will be the door of the opportunity of the present."

We hear much, and rightly so, as to the present opportunity in library work, both for the individual and for general educational development of each and every group. No greater opportunity offers to the well-trained and well-equipped individual for general educational development of particular groups than does that of high school library work. This being the case how thorough and broad must be the training of the librarian who can fully utilize such an opportunity!

Preparation must be under way long before the library school begins its miracle-expected year or two years of intensive training. A generation or two is not too long for the growth of those admirable qualities which for want of a better nomenclature are termed culture, tact, and appreciation of literature. Granted such preparation, then should follow the years of school life running the course of grade and high, and normal school succession and on through the college course. This latter should include in its required work literature, language, history, sociology, psychology of the saner sort, and logic, rather than the course leading to a degree in science and from which has been carefully deleted all literature and most languages!

It is unwise for one not possessing a college degree to contemplate high school library work. As a member of faculty the librarian should meet all general requirements made of heads of other departments.

As for the present the trend in educational affairs is far from clear-cut and definite, so the course in high school librarianship must be experimental and sufficiently flexible to adapt itself to changing conditions and new needs.

Certain fundamentals do, however, exist and are basic to all courses in library work. However grouped, these fall very naturally under the four headings: Technical; bibliographic; administrative; and (for want of a better term) contributory subjects.

With these we are all familiar. It is upon the well-laid foundation of careful instruction in the general subjects that the special study of school library work should be built. In the technical groups the general principles of cataloging should be adapted to the special needs of school library work, so also with classification. Filing and indexing should be studied with high school demands in view.

In the bibliographic subjects, a general course in book selection must be supplemented by instruction and practice in the selection of books particularly valuable in a high school library, and emphasis must further be laid upon children's books as well. Government publications must be studied with curricula needs in mind, rather than those of the general public.

Not only must public library administration be understood and its routine comprehended, but the instruction in the administration of school libraries must be given with the principal's, faculty's and pupil's interests well considered. Corelation between libraries and schools, instruction in use of libraries, brief history of education and the organization of high schools and the modern high school curriculum must all find a place in the program of studies which fits the high school librarian for her profession. Nor should practice work in a well-organized, well-equipped high school library be omitted or assigned to lower than second place in the scheme of things.

To the training period should be confined those experiments which are solely for the individual's development, so that sure knowledge may direct those later experiments which are for the best development of the work undertaken.

In an able paper presented by Mr. Frank K. Walter before another body of librarians he summed up briefly in this manner:

"A library school course in school library work to be satisfactory must provide facilities for first-hand observation and practice in school library work, must require special interest and fitness from those specializing in school library work, and must have instructors with an intimate knowledge of school conditions."

Courses will necessarily differ, but this statement remains substantially true today.

TRAINING TEACHER-LIBRARIANS IN NORMAL SCHOOLS

By Mary E. Robbins, *Instructor in Library Science, Rhode Island State Normal School, Providence, R. I.*

Coöperation between libraries and schools in this country has practically gone through three phases of development: The installing of books in the schools; the bringing of the children to the libraries; and the placing of librarians in the school libraries.

There is no better way to follow this evolution than through the volumes of the *Library Journal*, of *Public Libraries*, and of the *Proceedings* of the N. E. A. The increasing number of pages given to the subject from year to year is in itself an indication of the growth of interest; while the recurrence annually of the names of certain men and women shows the patient persistence which aroused and fanned that interest.

Mr. Certain's report last year has probably done more than any one thing to bring to most librarians and schoolmen a realization of actual accomplishment and conditions in high school libraries. And in all these matters relating to school libraries, be they normal school, high school or rural school, we librarians must remember that school principals, superintendents, and boards of education are working with us to settle the problems which are of common interest.

When we read in the Certain report of the legal requirements which will become effective four years from now in eighteen of our states we are delighted. But do we even then fully understand what the demand is to be numerically? Do we realize just how many high school libraries there will be in even one of these eighteen states? That number must then be multiplied by eighteen.

Nor can we stop even there. Can we imagine that at the end of four years no other state will follow the eighteen? Do not our states copy progressive laws from one another?

Has there ever been a time when we could so hopefully expect legal advance in education as at present, when so many of our men—our lawmakers and our budget makers—are returning from overseas with a new personal appreciation of the value of books and learning, and when the power to accomplish is about to be given to so many women who have always had the will?

Words and phrases inserted into some of the school and library laws this past year indicate that by 1923 probably more states will be added to Mr. Certain's original eighteen. We must think in terms of hundreds and of thousands when planning for the high school and other school libraries of the near future. 10,000 libraries! and 10,000 librarians! 10,000 trained librarians! Where are we to find them? Some of you have tried to hire trained librarians during the past two years, and you have found it no easy job.

At present the demand for librarians exceeds the supply, and the reinforcements sent out from the regular training schools are not encouraging from the standpoint of numbers. In reply to a questionnaire sent to twelve of our best known schools, I find that between 175 and 220 are to be graduated this spring. Even considering war conditions as a reason, this supply is very inadequate to fill the number of vacancies.

We must remember, also, that in supplying these school libraries one must consider not any trained librarian, but a trained librarian fitted to do school library work. One trained librarian differeth from another trained librarian in type of ability, even granting that each is a star.

But trained librarians our schools must have according to the law. If they cannot be found in sufficient numbers among those now in the profession, nor among those the training schools are now graduating, by some means more people must be found to go into the work, and, having been

found, must be given opportunity for training.

We turn to the catalog of the library schools, and read something like this, "The number admitted is limited" or "The size of the class is subject to the instructor's decision." With these printed statements before us, and with the memory of the physical conditions of the schools as so many of us know them, we are obliged to admit that the schools as they are now have no room for many added students. More students mean larger quarters, larger equipment, and more instructors. And all this means larger funds, and—in the case of more instructors—another hunt for men and women. All of which shows that to supply the present and apparent future need some means must be found to train more librarians, and more candidates must be found to train. We must either enlarge our existing schools, or add new schools or utilize other agencies.

The announcement of the new academic library course given under the auspices of the Carnegie Institute of Technology and the Carnegie Library School of Pittsburgh is one of the most welcome steps in progress.

Since this large demand for school librarians comes from school conditions, it seems very natural to turn to the school authorities to supply it. To find what normal schools and teachers' colleges are doing in library training, I sent out a questionnaire to many schools, east and west, north and south. One hundred and twenty-five busy people were kind enough to answer me. There proves to be a great lack of uniformity in usage even among the several normal schools of the same state.

Forty reported that they did nothing in the line of library training. Of these three wrote that they intended to do something in the future.

The library instruction in the other schools reporting was of three kinds:

1. Incidental instruction given in connection with other subjects, usually English and history, on the use of books on those subjects and on material to be found in the collection of that special school.

2. Definite training on the use of the school library and a few reference books and tools, to help the student personally. The time assigned to this type of training varies greatly, from one hour given to each entering class to a systematic credit course of some twenty lessons, with practical problems, assigned hours for the use of the library, and suggestions for making the course of use later on by the student in her own work with classes in the grades or in rural schools.

3. A few colleges and normal schools have definitely arranged courses for training teacher-librarians, which rank as the kindergarten or similar courses of the institution, carrying credit and receiving official recognition at the end.

These schools assign from 70 to 100 school periods to technical lectures, with from one to two periods for required preparation or laboratory work for each lecture period.

The programs in general include the following subjects—cataloging; classification; library economy; book selection and evaluation; use of reference books, indexes and library helps; mending, binding and care of books; lending of books; the equipment and administration of a school library; and how to teach pupils to make use of the library for study and pleasure. In some cases variations and additions are made for rural school libraries or for grade school libraries.

Besides these so-called technical subjects, each course includes many of the subjects carried by the other students in the regular course of the normal school. Emphasis is laid upon English and history, since in the smaller schools the librarian often gives part time to teaching one of these subjects.

In Wisconsin, always in the front rank in library affairs, the legal requirement for school librarians becomes effective this September. The Department of Public Instruction lists five colleges, beside the University of Wisconsin, and four normal schools, as giving library training courses. A statement of minimum requirements is issued, summer school courses are offered and a correspondence course is suggested. Other excellent courses are those given at

the State Normal School, Geneseo, New York, and at the State Normal School, Bridgewater, Massachusetts.

Many of the advantages of establishing a course for training librarians at a normal school are the same as those gained in the coöperation of any two similar kinds of work, e. g., lessening of expense because of the common use of one plant; possible broadening of the program by interdepartmental exchange of instructors; more academic and social life for the individual student.

In the case of the normal school there is also the lessening of expense to the student, since in most normal schools there is no tuition charged to students from the state and living expenses are not great. Moreover it is of great value to a teacher-librarian to understand the educational system of the state, and no place can be better than the normal school for such information. In addition the observation school furnishes abundant material for many kinds of laboratory practice.

Among the disadvantages of any union with another institution are the necessity of conforming to certain requirements of admission, length and sequence of class periods, value of courses, type of official recognition, etc.

It is sometimes argued that normal school courses must give so much time to the method of teaching the subject, that their value as cultural courses is lessened. With a teacher-librarian there is need of some training in method for her own classroom use and to intelligently help the other teachers.

Outlining the program for a library school or class is a matter of elimination rather than of inclusion, since every subject may be needed at some time. Each normal school must outline its own program because of local conditions. Wisconsin's minimum requirement at least should be met, with as much English and history as possible.

The question of salary will, I trust, be discussed at another session. New York's new law, and the conditions reported from Detroit, are steps in the right direction.

We all want the best and broadest culture and training for our librarians, whatever position they may fill. But are we not sometimes confused? While certain fundamentals are necessary always, the same training does not invariably mean the best training for every person, and under every condition.

There is a place for the graduate school, —a place still unfilled—there is a place for the four-years course; for the two-years course; for the one-year course; for the summer course; and we are watching hopefully the Wisconsin correspondence course.

When librarians become certified, and training and experience can be expressed in terms we are all accustomed to use in measuring other professions; when school librarians are ranked and paid on the same scale as the teachers, we shall ourselves have a clearer understanding of the gradations in library requirements. And so will the world outside.

PROBLEMS IN THE PRODUCTION OF BOOKS FOR CHILDREN, WITH SPECIAL REFERENCE TO SOME WIDER NEEDS

By Franklin S. Hoyt, *Editor, Educational Department, Houghton Mifflin Company*

There never was a time when it was so essential that our children should acquire a love for reading and a habit of reading the best books. To say nothing of the perennial source of enjoyment that reading affords, equaled by no other resource in life, it is necessary that children should acquire the reading habit to keep pace with the demands upon them. Our lives today touch the farthest corners of the civilized world. We must know the history, resources, and social problems of our American, European and Asiatic neighbors. With the rapid opening up of the fields of science and the crowding in of social and industrial problems in this country, one whose perspective is limited to one's own narrow environment, not enlarged by broad reading and study, will be hopelessly handicapped in development and progress. It requires no argument to demonstrate the need of establishing the reading habit in our children if they are to live worthily their part in the tremendously interesting and difficult world that they will face when they reach the years of maturity.

As librarians, publishers, and parents we are thus facing the urgent need of fostering a love of reading and a habit of reading with the current of a child's life setting against us. The librarian is concerned in this fundamental problem because its solution determines his success in the future, and the publisher is interested in it because its successful solution will lead to the continued expansion of the list of juveniles and the assurance that the coming generation will develop into a nation of book lovers.

Is not the time ripe for a concerted movement on the part of our public libraries, schools, newspapers, and magazines, to impress upon parents and teachers the need of reserving time for quiet reading in the busy life of our children, and awakening in them from their youngest years a love of good reading? First we must reach the parents by such books as Miss Clara Hunt's "What shall we read to the children?" and by talks to parents on how to stimulate and guide the reading of children. Then cannot we enlist the newspapers and magazines to coöperate in this movement by editorials and by establishing columns devoted to boys' and girls' reading clubs, in which selected descriptions of favorite books read by children shall be printed, perhaps with prizes for the best descriptions? It should be recognized in this campaign that one of the most effective ways of interesting children in good books is reading aloud by parents in the family circle, and by librarians in reading clubs that might be organized among the children. If these reading clubs could meet at the libraries at stated times, and if librarians would read aloud to the members especially interesting parts of the best juveniles, experience has shown that a large number of the children would themselves go on with the reading of these books in which they thus become interested. We must recognize that the distractions of the day, especially the automobile, the movies, and the home garden movement, have practically eliminated the family reading circle around the library lamp which was a source of keen enjoyment and the inspiration for the love of reading with so many of us. We can only restore this favorable condition by starting these reading clubs under the skilled guidance of librarians and teachers. These are only a few suggestions of the means and methods of stimulating a love of reading and furnishing guidance for reading. If a general agitation for such a concerted movement should be conducted by librarians throughout the country, we could create the demand for good books which would enable you librarians

to exercise the wide influence that you ought to have, and would enable us publishers to continue to publish an adequate list of juvenile books covering the increasing range of subjects that the modern child should have.

Let us now consider briefly the types of books that our boys and girls of today should have at their command, assuming that through these efforts to create a continued demand for good books, we can keep in print the best of the books that are already available. The rapidly increasing costs in the manufacture and selling of books make it necessary to select with care the books that publishers should continue to manufacture. We welcome the effort that you have just made in the special report of your committee on standard books that should be kept in print, and we believe that much good will come of it. If through some concerted action the librarians of the county could agree upon say a thousand juvenile books that should be in the children's department of every public library, the demand for these books would undoubtedly be such as to insure their continuance, and the demand would probably be sufficiently large so that their prices could be reduced to a considerably lower figure than at present. In this connection we must recognize the fact that most children, because of the highly stimulating environment in which they live, have become accustomed to the sensational, rather highly seasoned, unreflective type of reading presented in juvenile magazines, and represented by the movie plot. The older type of classic literature, therefore, has lost much of its former appeal, and the author and the publisher who wish to provide children with books which are both wholesome and attractive have a difficult undertaking. The fairy tale is discounted by the miraculous occurrences in the world in which we live, and the stories spread out before us in the morning newspaper make the book of fiction seem tame and unattractive to many children.

Even those children, however, who will not read the classics will read eagerly the kind of literature which opens up to them the wonders of the world in which they are living. The kind of reading which the French call "actualities" is the salvation for many a highly energized boy or girl who cannot settle down to the quiet reading of the more standard literature. An increasing number of children, fortunately, are becoming interested in birds and other forms of nature study. Such children easily can be introduced to the writings of John Burroughs, Dallas Lore Sharp, Ernest Thompson Seton, and other nature writers. Nearly every boy at some time, usually in the early teens, becomes profoundly interested in electricity and the wonders of science. Give these boys an abundance of books in these fields to read at this time even at the sacrifice of the reading of the classics, and their love of reading will be maintained and strengthened. The Boy Scouts and Campfire Girl movements and the summer camps offer wonderful opportunities for the development of the taste for reading wholesome, out-of-door books which will give a lifelong source of enjoyment.

Then again, the American people have tended to become a provincial people because we have learned little about other countries. Through the reading of fairy and folk tales from various countries in the early years and the introduction to the history of these countries through books of biography and travel, the wide-awake boy and girl will enter this endless field of enjoyment. Hereafter no well-informed man can exclude from his range of reading, books that will open up the countries that share with us the American continent and the heretofore largely unknown countries of Europe and Asia with whom we have been thrown into intimate touch by the recent war. Our librarians and publishers must, of course, take cognizance of these largely unexplored fields of juvenile books and seek to supply these needs.

We are all interested also in the effect that the largely increased costs of book

manufacture and selling is bound to have upon the supply of books, for this is a situation which concerns both you as librarians and us as publishers. It is obvious that this rise in costs will tend to the publication of fewer books unless offset by an increase in readers and ability to pay higher prices due to general prosperity. A few years ago a publisher was justified in bringing out a book of the standard 12mo juvenile type, which promised a sale of 2,000 copies the first year and a continued sale thereafter of 100 or 200 copies. Under present economic conditions, however, we find it poor business policy to publish a book which will sell less than 5,000 copies the first year and 500 annually thereafter. By the same token, books heretofore published can only be continued in print when they sell to the extent of several hundred copies a year. Of course, publishers will not follow any such rule inexorably, for there are some books that a publisher feels justified in presenting to the public or continuing on his list even with a much smaller sale than we have indicated, but it will be quite manifest that if the present tendency continues to allow other activities and forms of recreation to crowd out reading from our lives, with the rapidly increasing cost of book publication, economic laws will enforce the reduction in the number of titles. Again, it is obvious that with the very great increase in the artist's charges for illustrations and the present prohibitive cost of color reproduction, the old type of elaborately illustrated colored juveniles sold at a price within the reach of the average parent will tend to disappear. It is hoped, however, that the result will be a greater concentration upon the juvenile depending for its success more on the merit of its text and the excellence of its black and white illustrations, and less on its elaborate scheme of illustrations. Even with all these and other economies that the publisher must now practice, the prices of books must be considerably higher than heretofore. Library books that formerly ranged in price from 75 cents to $1.25 now list for $1.00 and $1.50, and further increases must be expected if costs continue to rise as they have done during the past two years. Because of the great investment represented in manufactured books, the publisher's stock of books must more nearly match the immediate demand. Grades and colors of cloth also will be more restricted. However, with all of these changes publishers will continue to insist upon good taste, strength and durability of books with maximum legibility of type pages, especially in the case of library books. We heartily welcome the effort you are making to standardize the specifications of books so as to guide the publisher in his new publications.

We should probably all agree, however, that it would not be well to carry this standardization so far as to interfere with individuality in book making. Just as we should resent having all the pictures on our walls of exactly the same size and the frames of uniform appearance, so it would be depressing if all juveniles should have the same type page with the same size of type, the same amount of leading, and should be uniform in outward appearance. We need to consider not only the mechanical, utilitarian features in book making, but also the artistic appeal of each book. Every book lends itself to a certain kind of treatment which seems more appropriate than any other dress that it could be given. It is a part of a publisher's province to develop the aesthetic aspects of book publishing in order to have books attract readers. The specialists who plan the format of books come to have an instinctive feeling for harmonious combination of type page, illustrations, external appearance and size of book, so that the volume may offer an appropriate setting for its message. The publisher, however, in his plans for new juveniles will utilize any suggestions for standardization to promote legibility and convenience that may be worked out and agreed upon by librarians, at the same time preserving the in-

dividuality of treatment that makes the strong appeal to children.

The last problem that I shall discuss is that of coöperation in securing the widest distribution of books. The primary function of the librarian is to have as large a circulation of the books in his library as possible. The aim of the publisher is to secure as large a sale of his books as feasible. Happily these two apparently somewhat different points of view coincide, for the more that individuals purchase books of their own for their home libraries, the greater will be the spread of the reading habit and the more largely will libraries be called upon for the use of their volumes. Especially in the case of children does the value of stimulating individual ownership of books loom large as an important factor in establishing the reading habit. Children of parents who read at home will naturally acquire a love of reading, and reading by children in the home stimulates the parents to read also. As has been pointed out, those children who early learn to love books and reading will certainly have books about them as they grow up, for the whole tendency of the times is to stimulate intelligent men and women to read much more widely and deeply than they have ever done before. Librarians and teachers should encourage the natural tendency of children to start their own libraries with their own bookplates in them.

Then I believe that there is a large field for the extension of the movement for coöperation between the library and the bookstore, and between the library and the school. There is an unfortunate tendency on the part of dealers, especially in smaller cities and towns, to feature juvenile books only just before the Christmas season, whereas the energetic and skillful librarian can arouse such an interest in juvenile reading in the community that the book dealers will find it to their advantage to display prominently their juveniles throughout the year. In some cities librarians have performed a real service in advising parents in regard to the purchase of books for their children for Christmas and birthdays. Especially should those in charge of Sunday school libraries have advice in regard to the books that should be purchased for the Sunday school library, where often a very inferior kind of juvenile literature is found. There are cases where librarians have performed a notable service both in influencing the choice of books purchased for Sunday school libraries and in stimulating a marked extension of the reading habit among children by the use of these libraries. In these busy days Sunday is a particularly favorable time to use for reading. It offers, in the case of many families, the only chance for reading in the family circle, and through the winter months especially there is no more appropriate way of using Sunday afternoons and evenings to promote family solidarity and fellowship.

I believe that we have an unusually favorable opportunity at the present time to influence the reading of children so that it will become a most important factor in their lives. If by concerted action and hearty coöperation by all those interested in the production and use of books we use the present opportunity to the best advantage, we shall have the satisfaction of seeing our country, with its increasing leisure for the working classes and the growing intelligence of the people, become a nation of book lovers. We publishers will welcome every assistance in the way of advice and recommendation that you librarians can give us in order to enable us to coöperate most largely in extending the usefulness of your important work.

WHAT CAN THE LEAGUE OF LIBRARY COMMISSIONS DO FOR ITS MEMBERS?—AN EVALUATION OF LIBRARY COMMISSIONS AND THEIR LEAGUE

By Minnie Clarke Budlong, *Secretary, North Dakota Library Commission*

Not so very long ago a brave man stood before an audience representing library commissions and assailed the traveling library system. A friend came to his defense by intimating he "had been put up to it." As no friend is likely to come to my rescue when the storm breaks, I take the precaution to state in advance that I too "have been put up to it" by a mandate I cannot ignore. The initiative has come from a superior officer. The statements that follow are not my statements; they are taken verbatim from the very interesting and candid replies to a recent questionnaire on the needs, accomplishments and aims of library commissions and the value of a League of such commissions.

The needs we can pass over lightly: They are—and will continue to be—(a) more ample equipment; (b) better service (which includes more trained librarians and librarians more trained); (c) more money—which would soon secure the other two; (d) popular understanding and coöperation, which would follow trained service; (e) power to demand more efficient service in small towns; (f) a vision of the goal toward which we press.

The accomplishments of library commissions, taken from their reports, range all the way from conducting library schools and legislative reference bureaus to mailing clippings and teaching English. A few taken at random from their replies are as follows: Coöperation with U. S. Food Administration, U. S. Working Reserve, Children's Bureau, A. L. A. and camp service campaigns, also thrift stamp and liberty loan campaigns; visiting libraries, organizing public and high school libraries; conducting legislative reference bureaus, summer schools and night schools; making surveys of library conditions; advising on library and war memorial buildings; conducting state and district library meetings, institutes and exhibits; circularizing libraries, issuing bulletins, being a bureau of information and advice for state, community and individuals; doing publicity work for the commission by talks at clubs and educational gatherings on library matters. All this is in addition to the basic work of furnishing books through loans at desk, by mail, by book wagon and also by freight in the form of traveling libraries. To each of you will occur many activities not mentioned above, such as picture collections, Americanization work with foreigners, and certification of librarians, but enough has been mentioned to show a fairly diverse program, which indicates that library commissions are not lacking in ambition and versatility.

The aims of library commissions and the value of the work of the League are the real subjects under discussion today. According to the secretary of the League thirty-seven states have library commissions and twenty-eight are members of the League. Five of the nine not having commissions sent replies as follows:

Montana: "There is no library commission in this state owing to the difficulty in getting appropriations for the same."

New Mexico: "No library commission or state library work except the library section of the state educational association."

Virginia: "I regret to say that we do not have a library commission."

West Virginia: "Enclosed is a copy of a library commission bill which was introduced by Mr. Johnson, January 17, 1917, in our state legislature, and since that time efforts have been made to have the same passed by our lawmakers, but said bill has met with defeat at all times."

Wyoming: "We live in hopes of a commission some day."

Among the thirty-seven so-called library commissions are several which as yet have only the name. Replies from states having no funds or very inadequate funds are as follows:

Alabama: "Our legislature of 1919 has

made no appropriation for the support of our library extension work. However, the legislature is now in recess; when it reconvenes in July, it is not unlikely that some additional help will be voted."

Arkansas: "Our library commission has no appropriation and no funds, and has not been able to do anything."

Colorado: "There is no appropriation available for commission work in this state. An appropriation is made, but it comes so far down on the classed list that all moneys have been expended before we have been reached."

Georgia: "We still are without an appriation and as a consequence can do little more than advisory work. Each year the possibilities and needs of the work grow so that official recognition and adequate support must continue to be our first interest."

Maryland: "We have made repeated efforts to secure an appropriation commensurate with our needs."

New Hampshire: "We have just succeeded in extracting an appropriation of $2,000 a year from a reluctant legislature."

Undoubtedly some of the criticism of library commissions are based on conditions in these states where results are not yet apparent or possible. If one were to pick out six to a dozen states in the section where library work is as yet only nominal and use them as a sample of the whole, the assertion attributed to one of our most successful librarians that she "considers state commissions weaker than they used to be," might be justified. This criticism is echoed in the statement of another prominent worker (notice the past tense):

"I used to be very much interested in the League and I think they accomplished a great many things, but I have not been sufficiently familiar with the work of late years to know what it has accomplished."

These are mild compared with the following:

"As to the League, I must confess that I have not great confidence in its ability to accomplish very much for the library cause. It is a body without much coherence, which does not enlist the earnest interest of many states and which is without adequate income to undertake and carry out important work. It does not seem to me to be a body of much force or influence or with a very clearly defined field."

This from a man high in power who has used the commissions freely to further war work for which A. L. A. has much credit. Do you wonder I felt the need of raising an unbrella before I read you that? It would seem that we need first of all to assert what the League has done and is doing in war and reconstruction. It is the system perfected by library commissions that makes possible the quick dissemination of information throughout a state and the immediate response to appeals from A. L. A. and Government agencies. A Government worker writes:

"I have never realized before as I do now how much a good commission can mean to the libraries in a state and how much every additional commission helps the profession as a whole.... I am carrying on my campaign directly with the libraries where there is no commission or so small a one that it cannot act as an agent, but I do not have to tell you how much more could be accomplished both in this campaign and in the others that are on hand if there was a commission worker interested and especially visitors who could help the libraries with this work."

A few states, notably Montana and Wyoming, are starting with county libraries, thinking the smaller unit easier to attain through local interest and intending to work up to a library commission, just as some cities have started their branch libraries before they built a central one.

California: "We have in California, I think, built up a library system which for economy, directness and its powers to reach the citizenship of the state is one of the most effective organizations in the country."

Indiana: "Five of our ninety-two counties have county service and an adequate fixed tax."

Montana: "There is a county library law, which allows counties to organize their own libraries."

South Dakota: "At the 1919 session of the legislature, a county library law was passed."

Wyoming: "The law provides for a county library in each county of the state."

A number of states are working toward county libraries, but in most of them it is a library commission which is conducting the campaign:

Alabama: "Among other things which

we hope to secure from the legislature is a county library law, and probably further enlargement of library opportunity by municipal support."

Illinois: "Our greatest need is more people on our staff. The next is a county library law to enable us to establish libraries on a larger scale. We have such a bill before the present general assembly... My vision for Illinois is centered around a county library law. Give us that and we will show what we can do."

Georgia: "The definite work we had in mind during the last year has been to learn as accurately as possible the condition of our rural communities in respect to books and to urge the establishment of county-serving libraries."

Nevada: "At the recent session of our state legislature, I expected to have a library bill presented, but the senator to whom I had entrusted it was sent on a mission in connection with the highway commission, with the result that my bill was not presented. It was modeled after the California county library law."

There are a few appreciations:

From Illinois comes the message: "There has been a general awakening to the fact that the public library has a more complete contact with the public than any other institution. Massachusetts says: "We can sum up the place of the commissions in war work as having been indispensable in organizing and pushing A. L. A. drives for money and books."

Missouri says: "We should consider that the machinery so effectively used by the A. L. A. in spreading its network for collection of books, money, etc., for camp service was chiefly that already created and strengthened by the work of the League of Library Commissions."

New Jersey calls attention to the fact that there were already 22,000 books in the camps in that state before A. L. A. War Service was established. This has been continued throughout the entire time. There are more words of appreciation for the League, but as they are chiefly in the same line of thought we will pass on to the replies as to the effect of war on the work of the League.

California: "The war had little effect upon our libraries in so far as a development of a new policy is concerned. It was found, however, that librarians were the persons who were the most capable in many instances in serving on commissions and boards having war work in hand."

Kansas: "I cannot say that the war has affected our commission or its work in any greater degree than it has affected the people of our nation. They are much the same people as before and seem to have had time throughout the war to read a great many purely recreative books. We wish that they were all honest, sincere, industrious, conscientious and God-loving and hope that more of them are than before the war, but only time will tell."

Massachusetts: "Because of knowledge of libraries men gained at camp, commissions can make a more individual appeal to voters in small towns for interest in local library. Drives have taught staff workers boldness in setting forth needs."

New York: "The war has taken one of our organizers to Washington for eighteen months and has reduced our field work. It has probably aroused some libraries to a sense of greater responsibility and to an appreciation of their power and importance. I cannot say, however, that the war has made any material changes in our aims or methods."

Minnesota: "I do not think that any particular change in our aims was brought about by the war, but the numerous nation-wide appeals I think brought about a closer connection with some of the libraries and I believe also gave the smaller library a keener sense of its opportunities and responsibilities."

Missouri: "The war resulted in reduced circulation of the traveling libraries and an increased demand for specialized books. Libraries all over the state felt the same slacking in work and would have been much discouraged but for the war work which replaced the public interest in books as such. This is one of the definite ways in which the library commission has changed in its attitude toward the public library and the public: We now advocate the library as a distributing agency for all Government information. In practice this will mean that the library shall serve as the local agent of the Government and be kept supplied with information of the important work planned or undertaken by the Government departments. You will see here the state commissions may develop a very effective branch of their work. Small libraries need even more than large ones the information and free material sent out by the Government. For every small library to correspond with every Government department and ask for every publication individually, would be a herculean task on both sides. If the state commission can preserve its office of intermediary, the Government departments will have only the individual states at most to keep up with. Undoubtedly, all the information of Government activities is valu-

able; each locality, however, will develop some special line of interest and to receive the whole mass of Government publications would be confusing. The state library commission will be able to assist the Government in thus placing the right material. The state commission should also serve as a bureau of selective coöperation. By this I mean that it should be a clearing-house for the numerous requests for library coöperation which are now coming as a result of the successful work done by the A. L. A. and the Food Conservation. Libraries cannot afford to be made the avenue of distribution for propaganda as such. They should gain an added force in each community by coöperation with various societies and associations."

Texas: "Changes in aims and methods resulting from the war are not easily specified. All I can say is that we have endeavored in every way to emphasize the war message so far as we were able to do it, and that we have endeavored to simplify methods wherever it was possible and to conserve material."

Wisconsin: "To my mind one of the strong effects of the war upon library commissions is going to be in the demand for the extension of traveling libraries and parcel post book service. The general awakening of the demand for reading matter which has been aroused by camp library people is not a demand which will be felt in the cities only—it will extend wherever the returned soldiers may be found. In the rural districts this means, therefore, added use for traveling libraries and for individual books which can be sent through the parcel post system."

Wyoming: "The library war service has done much toward establishing library coöperation."

The inquiry, "How is your library commission influencing your citizens?" is well summed up in the reply from Massachusetts:

"By paying expenses of librarians in small and remote towns at the commission's summer institute in Boston we are bringing a new point of view for many librarians. We are urging librarians to meet the new ideas brought to small towns by returning soldiers and sailors. We are giving instruction in use of the library in schools frequently to pupils who never use the library and are trying to create and develop a library or at least a book-reading habit. We give annual talks in all normal schools through which future teachers realize the opportunities the libraries offer them in their school work, thus influencing lives of the children."

There is some truth in the criticism that the League lacks coherence. It is possible that we have become so immersed in the details of our many-sided mission that we have lost sight of a definite goal. What the public expect of us has been stated in a number of replies:

Massachusetts: "Our ideal is a League with funds and power enough to go into any state and assist in the establishment of a commission wherever needed. It might even assist with legislation to establish and assist commissions, bracing up weak ones and strengthening those which are active. A good deal of commission service propaganda could be used in some places by the League. Possibly a survey to show needs and opportunities for the League and ways of meeting them would be worth while undertaking.

Missouri: "The A. L. A. could hardly have accomplished its organization without the use of the state library departments, and these in turn would not have had so close a unity in a national work but for their League associations. The A. L. A. as such does not appreciate the organization value of the state department even yet, and it seems to me that the work of the League in the future should tend to develop national unity in the state departments more fully."

New York: "In my opinion we should have a national bureau at Washington devoted to the library interests of the whole country. Such a bureau should, of course, be manned by persons of library experience and of vision. Libraries are not yet regarded by the general public as vital educational institutions, they are looked upon largely as agencies for recreational reading and as having no very vital place in the life of a community. A national bureau should be a source of continuous library propaganda aside from any other service it might render, for the public must be taught that the library is an essential part of modern educational life and not mere luxury. The League has never been in a position to render very effective service to states without commissions, but a national bureau should be able to do that very thing, and to raise library standards. It could do everything that the League is doing and a great deal more, if given a reasonable appropriation. I believe there is a very distinct field for such a bureau and I should be glad to see the library profession unite in an effort to

secure the necessary legislation to establish it."

Oregon: "I know that somebody ought to accomplish a great many things that are not being done, especially my pet hobby of a bulletin on subscription books — something to stop the investment of hundreds of dollars every year in those ridiculous publications. It seems to me the League has not been using its force lately for the things which libraries need. Years ago we got the *Booklist* and, in fact, the League took everything we were doing in Wisconsin at that time, but lately we have had nothing of any value from the League, except the same old *Booklist*. It does seem as if there were still something for an organization to do for libraries. Of course, the state library association will never be interested in doing it, and if the League would be interested and really would press the work, I should be very glad to join again."

Texas: "For the League as a whole, my hope is that before long we can put adequate free library service within the reach of every citizen in the United States. Our library service part of it will be to put adequate free library service within the reach of every citizen in Texas. In addition to that, I hope that we may be able not only to put the water within the reach of the horse, but to make the horse thirsty for it. For the attainment of these aims, it seems to me we all need to push for some provision for federal aid to the library movement, such as vocational education, home economics, agriculture, and good roads are receiving. I have just written to one of our progressive senators, asking him to take this question up. It seems to me that an immense good would be done if the Federal Government would fix a certain standard to which the states must come up before this aid could be granted. That would really do more good than the aid itself, though, of course, the latter would render possible an enormous expansion."

What is our program for ourselves—that vision without which we perish?

Illinois: "My vision for Illinois is centered around a county library law. Give us that and we will show what we can do."

Georgia: "The definite work we had in mind during the last year has been to learn as accurately as possible the condition of our rural communities in respect to books and to urge the establishment of county-serving libraries. . . . One plan of the commission growing directly out the war is the encouragement of the establishing of county-serving libraries as a very suitable and appropriate memorial for the men from these counties who lost their lives in the great war."

Indiana: "Organization and equipping of adequate library service in all the communities of the state."

Iowa: "Our function in the public library work is still that of direction and supervision, though the various channels of war work, of course, changed the subjects on which suggestions and direction was given."

Maryland: "We are trying to inculcate and to stimulate a knowledge of books and a desire to read them. Our vision and ambitions embrace a scheme that shall provide a library in every town and in every school."

Massachusetts: "We want to see realized in our state a recognition of the library profession on a plane of importance comparable to the schools. We must give actual service and create a demand for it when it does not exist. Our ideal is a more intelligent reading public. Although we cannot pose as reformers we may direct. A board of trustees with a knowledge of what a real library is must be created in every individual instance. Trustees need as much instruction as the librarian."

Minnesota: "We have endeavored to do our part and to encourage the local libraries to do their part in every kind of movement for the higher development of our state. War work has strengthened their position in the community life."

Nebraska: "The building up of strong local public libraries to supply adequately the community's library needs is the most far-reaching work of the library commission."

New York: "Under our system of state aid we have fairly good control of the kind of books placed in small libraries but very slight control over the service, which after all is the major consideration, as service constitutes three-fourths of the efficiency of a library. It is for this reason that we are endeavoring to evolve some system of certification which shall be just and practical, and which can be extended and elaborated as library conditions warrant. . . . Our hope and aim for this division is to stimulate library interest throughout the state, to secure such legislation as seems likely to prove beneficial to libraries, to encourage the establishment of new libraries where conditions are favorable, to hold libraries to the standards already established and to raise standards as may seem practicable, to serve as an agency

for assistance and advice to all libraries of the state and to direct public attention to the importance of libraries as civic and educational institutions."

North Dakota: "A central library in every county. Simplified methods that can be used without confusion by teachers and others not trained in library science. Uniformity in methods which will enable, teacher, pupil and citizen changing from one school or city to another to lay hands at once on their customary tools in new environment. Understanding of Dewey system, which will give children a familiformity in methods which will enable them as they grow older and move about the world to feel at home in any library large or small, and which will unconsciously make of them citizens in the wide realm of books."

Pennsylvania: "I regard as the most valuable work of the commission that performed by personal service in the sparsely settled regions, and the development of the idea leading to the foundation of a local library no matter how small."

Texas: "We are trying to influence the lives of the citizens of the state as a whole much in the same way that a public library influences the lives of the local community. That is our vision for our commission. Specifically, we desire in the next few years to put adequate library service into every county in the state."

After hearing these expressions of aim and earnest purpose from the various commissions can there be any question of lack of definite aim or high endeavor on the part of individual commissions? It remains for the League to select some immediate line of work on which all can concentrate in united action.

WHAT CAN THE LEAGUE OF LIBRARY COMMISSIONS DO FOR ITS MEMBERS?—PUBLICATIONS

By John A. Lowe, *Agent, Massachusetts Free Public Library Commission*

From all the activities of the war time organizations probably the public library is as anxious to learn whatever lessons there are for us as any other up-to-date institution. One of the problems has been what to do with the pamphlets and printed matter of the different organizations with which the libraries have been deluged. It has been suggested that the state library commissions each in its own commonwealth should receive this material direct from the organizations, and distribute it to the libraries in its charge. The idea is undoubtedly that the commission knows the community and the needs of each library better than any other one centralized organization. And similarly it has been suggested that the League might gather and digest all this public material and issue to each commission through lists information of what is appearing, which the commission should in turn requisition from the publishers and distribute to the libraries in its state. This again seems unpractical, for the League has neither funds nor any officer who is in a position to give all his time to this particular work. Moreover, the National Library Service plans to undertake just this sort of thing.

Of a similar nature, it has been suggested that the League can assist its members by becoming a central organization for the preparation and distribution of library advertising material. This is worked out well in the Pacific northwest.

Of the possibility of the publication of pamphlets which the League might consider, several suggest themselves which would be used in extensive distribution, perhaps being sent to every library under the care of a commission. Some of these are: A buying list for small libraries; an annual best books list; a pamphlet setting forth aims and result of commission work; how to catalog a library; propaganda against subscription books; a circular to arouse library interest in rural communities.

Of the above it should be mentioned that the New York State Department of Education is planning to issue a new edition of Miss Zaidee Brown's "Buying list for small libraries." I understand also that

"Essentials in library administration" is also being brought up to date.

Probably the most eagerly sought pamphlet for the use of the executive staff of commissions is an illustrated handbook of library buildings, showing plans and exteriors and interiors, together with a criticism of the results of the building, how it has worked out, etc. Such a publication would be expensive, for the reproductions of floor plans require special plates, and half-tones for pictures are expensive.

Another recommendation which has received a wide interest is a digest of the county library laws existing, with criticism and suggestions.

Another book which would be worth while is one for a public library, similar to Miss Martha Wilson's "School library management," or Mr. Certain's "Standard library organization . . . for secondary schools."

For the use of the commission workers, and one which the League might legitimately undertake for its members is "An efficiency test" to be used in making surveys.

New York State cautions, "Save the funds for a year or so until a better price of printing can be obtained," and along this line I suggest that while material for a book on buildings be collected, we should not attempt to publish any of the material at present.

WHAT THE LEAGUE OF LIBRARY COMMISSIONS CAN DO FOR STATES WITHOUT ORGANIZED COMMISSIONS

By Mary Elizabeth Downey, *Library Secretary and Organizer, Department of Public Instruction, Utah*

My informal talk will consider three points: First, as to the League removing several motes from itself before it will be able to give help to states without library commissions; second, as to a survey of states already having commissions; and third, suggestions from my own experiences and those of present and ex-commission workers as to help which has been given to states without library commissions.

From my viewpoint, supported by interviews with many present and past League members, it would seem to be the consensus of opinion that the League itself will have to be resurrected, or revivified, if it ever had life, before it has anything to offer to states now without commissions.

It is plain to be seen, for instance, that the League of Library Commissions has no part in shaping the policies of the A. L. A. Again, there seems to be no distinction between work of the A. L. A., and that directly of the League. Take the Library Survey Committee, which is concerned directly with the work of library commissions. You have heard, in group discussions of members of the League, of the questionnaires being sent from survey committees to the individual libraries throughout a state. Should this be done with no relation to the League or at least the individual members representing such a state, who should be the persons most vitally interested in that survey?

In looking back through the years to the beginning of the League, one remembers with what awe a new commission worker approached its meetings and now wonders whether the life then manifest was real or mere camouflage. Possibly the lack of growth in members and influence comes from too many people coming into state commissions with this work not paramount but to be used merely as a stepping-stone to another position carrying with it a larger salary, on obtaining which all interest in the League is lost.

Our constitution and by-laws are at some fault in this, as there is no provision for holding or continuing the membership of individuals formerly but no longer in active commission work. The

League not only should become strong enough to hold its active state members, but also should provide for the individual membership of those who have been commission workers, and also active members of states whose officials see no benefit resulting from such membership. The membership thus would become cumulative.

It may be asked further, why have dues at all if the money is merely to accumulate as is the case at present? If the dues are to be of no service, except for postage, not even to provide the free distribution of the "Handbook" to its members, why have dues?

Referring again to salaries, one does not like to mention them, but salary carries a certain dignity and so affects the League. While commission work is likely the greatest in the library field it has not anywhere carried a salary commensurate with its influence, and sufficient to hold those whose work must have money consideration.

Second, in regard to a survey of existing library commissions, there are today three classes of library commissions: A comparatively few states with active, forceful, effective commissions; states with "worn-out" commissions; and states having nominal library commissions, but doing little, or no work whatever.

After the League has taken an inventory of itself and taken on active life, it should make a complete survey of the states that the "is-ers" and "have-beens" in commission work, and will then be ready to do something for the "going-to-bes," but not before it has done these things. Investigators should be willing to be investigated. This suggestion has met a hearty reception when talked over with my colleagues and it would seem that nothing could be more helpful than a survey of each commission's work by at least two other active commissions working in harmony with the commission surveyed.

This plan also might arouse states with "worn-out" conditions, for one cannot help observing that we may have "worn-out" commission workers, as well as "worn-out" librarians and library boards. Some of these in attendance at A. L. A. meetings seem to have lost sufficient interest even to attend League sessions. Such surveys, no doubt, at least mean a revival of interest.

The survey should be made with due respect to local conditions and not according to a pattern into which every state must fit, thus depriving it of all initiative.

A summary of such surveys would offer much to states with commissions in name only and to those yet without commissions.

From my own experience, and from interviews with commission workers as to what stepmotherly assistance they have rendered states without commissions, the following items may be given:

Answering letters of inquiry; sending library laws, publications, plans for buildings and bibliographies; interviewing visitors from such states; attending state federation of women's clubs and library association meetings, and addressing them on commission subjects, assisting through the meetings in discussions and round tables, and stimulating their librarians; granting requests for the reprint of articles from *Library Journal*, *Public Libraries* and other publications in their state and local papers; writing articles to be used in their newspapers through their campaigns for a commission; assisting individual libraries of such states to obtain organizers and librarians; recommending commission secretaries and organizers to new commission states; visiting towns of states without commissions, near the border of their own state; rendering summer school service; visiting towns, on request, to aid in starting libraries; making a city library survey on request of library board or city council; visiting towns having libraries when one is traveling across such states; inspiring librarians of these states to start state library associations; helping them write library bills and aiding to get them through the legislature; giving opinion as to policies in commission work.

RECENT TENDENCIES IN STATE PUBLICATIONS

By Dena M. Kingsley, *Division of Documents, Library of Congress*

There is an enormous amount of energy expended in turning the legislative wheels which keep the governmental machinery of these United States running smoothly. In a country as big as ours, all manner of problems arise—all sorts of laws must be framed and administered—regulations are constantly being formulated and amended to meet changing conditions — plans are continually being tried out for the social and economic betterment of the citizen. The official chronicles of the countless activities of this nation form a valuable fund of information at the disposal of libraries. A glance through the *Monthly catalogue of U. S. public documents* gives ample proof of the lively interest which the executive departments of the federal government take in the life of the country. This interest would seem to extend to every phase of human endeavor, but being in the nature of a parental one, the federal documents reflect that character to a great extent. Uncle Sam is a very indulgent parent, and seems ever ready to assist his large family with good counsel, hearty encouragement, and financial aid. But aside from this protection, assistance and guidance of the central government, which we do not underestimate, each state must work out its own salvation. This is a law of nature guaranteeing progress, and a state is no exception to the rule. Because of this fact, state documents as a whole differ in their perspective from federal documents. Federal documents may offer fundamental working plans, theories, essential principles, innovations, etc., but state documents invariably record the application of these plans and innovations to their own immediate needs. The practical individual lays great stress on the value of experimental knowledge, and consequently will value the records of experimental knowledge as contained in state documents.

The history of the development of a state is to be found in its documents, and it is certainly good business policy to make use of the resources at hand. A library need reach out no farther than the boundaries of its own state to find official literature with many possibilities of usefulness, for public interest in any subject is rarely confined to one locality. Rather will it be conceded that public interest spreads rapidly, and that welfare movements inaugurated in one section of the country act as a stimulus to the surrounding territory.

The interests of the community should govern the librarian in his selection of documents. They should be considered from the standpoint of useful tools. The up-to-date librarian will have a working knowledge of the kind of information likely to be found in each class of documents represented in his own file. This is not difficult to acquire, and is very helpful in aiding inquirers to locate information. The majority of inquirers are not thoroughly familiar with documents, and for that reason need more help in using them. Documents should be classified before placing them on the shelves so that they will be grouped with private publications dealing with like subjects. No pains should be spared to make them *easily* available to the public.

Second only to a good choice of documents is a good file of them, and a good file is a complete one brought up to date. Practically all executive departments, boards and commissions, and state institutions are required by law to give an accounting to their state legislatures, either annually or biennially. In addition to this, many of these offices issue serial publications in the form of numbered bulletins or circulars. The plan of issuing serial publications seems to be growing in favor. Fully two-thirds of the state documents appearing in this country today are issued in that form. In a few states,

notably Indiana and Ohio, it has been thought best to cut down the printing of reports to a minimum. These states now issue a yearly publication containing condensed reports of state officials to take the place of the separate reports formerly issued from the state departments. Indiana claims to have saved more than $20,000 per year to the state by publishing a yearbook instead of separate reports. In the Library of Congress, where over a thousand state documents are received each month, what is known as a "continuation record," is kept of all annual and biennial reports and serial documents received. These records show the approximate date of issue, and are checked up each month in order to give assurance that the files are complete, and that publications are being received at the earliest date of issue.

There is a tendency on the part of many states to establish what is known as central distributing agencies for state documents. This plan has many advantages. It eliminates much duplication of work, centralizes responsibility, reduces expense, and is systematic. In the carrying out of this plan, however, one disadvantage is apt to arise. Usually the state distributor follows the method of making only annual or semiannual shipments of documents to libraries. On this account many documents are delayed considerably in reaching the public, and their scope of usefulness thereby materially impaired. The demand for reference material is always greatest at the time a scheme is being developed. It is one of life's little tragedies that many excellent government publications never reach the hands of those individuals who would receive the most benefit from them, or else reach them too late to be of any great practical value.

A number of states issue official check lists of their own state documents. California, Ohio and Wisconsin issue them in monthly form; Illinois and Arizona publish annual lists. In 1918 the Philippine Library and Museum published a very comprehensive list of Philippine documents for the period of 1900 to 1917 inclusive. The work in all cases has been thoroughly done and is indeed praiseworthy. The monthly check lists are especially helpful. The Division of Documents of the Library of Congress, as you doubtless know, issues a *Monthly list of state publications.* Great pains is taken by the editor to make it as complete a list as possible. The work, however, is done on such a large scale that there is always some anxiety felt for fear that a valuable state document may be overlooked for the moment, or fail to be listed as soon as it makes its appearance. In the case of those states issuing their own check lists, this anxiety is entirely removed.

Even before the war, which brought in its wake conditions calling for strict economy and efficiency, this country had learned the value of good business management. We took great pride in our big private business enterprises. We had made a success of them. We had brought them to a high point of efficiency. What more natural than that we should turn our attention next to our legislative and executive departments to see whether they too were functioning properly, and to extend to them the benefits of scientific management which we had learned to appreciate in private business. State expenditures were increasing, state institutions multiplying, state departments each year calling for more and more appropriations. Last but not least, our tax bills were mounting up steadily, and a high tax bill is warranted to arouse a good bit of interest. Practically all state governments have felt this effect. The universal cure applied has been the creation of temporary commissions composed of public spirited business or professional men, usually serving without compensation. These commissions are generally empowered by law to make investigations or surveys of conditions, which are in turn reported back to the legislature. After which, with the facts in hand, remedies suggested by the commission are usually applied to put the organization on a sound basis. The ten-

dency to create such commissions to cope with special problems is steadily growing. When as a result of the studies of these commissions on administrative efficiency the official organs of the state government are rearranged, the difficulties of the librarian are increased as a consequence. In Illinois for instance, the rearrangement of the state bureaus requires a new apparatus of cataloging cards. Aside from the work involved in recataloging these documents, there certainly will be a great advantage in having material on related subjects appear in one set of publications.

It is desired to take advantage of this opportunity to lay before you one of the difficulties met with in the preparation of the *Monthly list of state publications.* In making catalog entries for this list we use a very brief imprint, merely place and date. It is assumed that a state document is necessarily published by the state. There is, however, a twofold purpose in giving the place of publication. First, to identify the book, and second, to show where to apply in case the reader wishes to secure copies of the publication. Most states make provision for housing their executive departments at the state capital, but the executive departments contribute only a portion of state literature. Many state boards, institutions and commissions are located outside of the state capitals. So we cannot assume that all state documents are published at state capitals unless authorized to do so by written statement. It so happens that many states let their printing contracts to firms located outside the state capital. These firms put their names, place of printing, and date on documents and do *not* mention place of publication or publisher. Now comes an old, well-established cataloging rule to stir up strife, viz., that in cases where the place of publication and publisher are not mentioned specifically on a book, the printer's name and place should be substituted. Hence confusion in our imprint line. In living up to this rule this is what often happens: The publisher is assumed and the place of publication is concealed, for the printer is the only person who has supplied the cataloger with a written statement in the book as to location. The printer whose name and place of business appear on the title page has nothing to do with the sale or distribution of the document he has printed. The state of Connecticut furnishes such a happy example of a model title page for state documents that I wish to call attention to it. The imprint on the front of the title page reads as follows: Hartford. Published by the State. Date. On the reverse of the title page is found the name and location of the printing firm. This is certainly a simple arrangement. It adds greatly to the dignity of a document if it is made clear that it *is* an official publication with all the authority of the Commonwealth.

A number of states have adopted similar plans and if they could all be uniformly induced to do so, it would simplify greatly the work of catalogers who have the handling of these publications and who wrestle with such technicalities. It would add dignity to the appearance of documents, and weight to their statistical value, and would be in line with other movements for the good of the cause.

To return to the subject of this paper and to sum up the recent developments in connection with state documents, these are: First, a great increase in the output of periodical publications; second, a tendency to diminish the number and size of the annual and biennial state reports (which comes as a result of earnest effort directed towards simplification of state administration); third, the correlation of publications on related subject matter, due to the consolidation of the publishing offices and bureaus.

A LIBRARIAN'S JOB IN BASE SECTION NO. 1, FRANCE*

By Samuel H. Ranck, *Librarian, Public Library, Grand Rapids, Mich.*

The work of the A. L. A. representative in Base Section No. 1, France, is so unlike that of a camp library in th States or work in a public library that it must be seen to be fully appreciated. The same books satisfying the same human needs are used, but the conditions surrounding the work—conditions that are essentially a part of it—the daily rains, the mud, strange customs, a foreign language, and homesick men, make it altogether different.

Let me try to give you some idea of the area of the base: It includes five departments of France: Loire-Inferieure, Morihan, Maine et Loire, Vendee, and Deux-Sèvres—much of it a part of ancient Brittany. This territory (with New York City as St. Nazaire) would include approximately the cities of Providence, Worcester, Springfield, Albany, Scranton, Reading, Lancaster, Wilmington, and all that intervenes.

On January 5, when I came to St. Nazaire, there were in operation in the base fifty Army and Navy Camps in twenty-five different places or centers. The camps themselves are largely special camps, incident to the fact that St. Nazaire is the great supply base for the A. E. F., composed of men engaged in a more or less special line of work, and all a part of the S. O. S. The combined American Army and Navy population of the camps, etc., in this base since I have been here has at no time been less than 100,000 and sometimes has been nearer 200,000. A feature of this base is the large number of colored men in it—at one time about 30,000. At the present time six large Y. M. C. A. huts are exclusively for colored men, or nearly so, five of them in charge of colored workers. There are also many small huts for colored men.

The work of the A. L. A. representative in Base Section No. 1 is of five different classes: First, that of getting books off the docks when they are unloaded from the ships, and moved to the A. L. A. warehouse in Paris; second, supplying books and getting book service to all the camps and men in the base; third, work through the school officers for the service of the instructors and students in the post, area, and divisional schools; fourth, getting book service to the men on the ships that do not get back to the U. S. for long periods of time—freighters, submarine chasers, etc.; fifth, salvaging books from military outfits about to return to the States, from camps greatly reduced in size or closed altogether, and from the salvage officer who gets books along with other salvaged material from every conceivable place.

Getting books off the docks and shipped to Paris was the first thing I was introduced to when I landed in St. Nazaire, for the books for the Army education work began to come in at once. At St. Nazaire the United States had eighteen docks in the basin (some have now been returned to the French). Only four of the eighteen docks have covered warehouses or sheds on them. Most of the time books were unloaded at these four docks, but when they were unloaded at any of the others, as occasionally happened, they were exposed to the weather, except for such shelter as they could get from tarpaulin, until they were loaded into box cars.

On the docks when books were being loaded on cars I usually tried to be present to see that all educational books were sure to be put on, if the car would not take the whole lot; that all broken boxes were coopered, nailed up properly, etc.; in short, that the books went forward as promptly and in as good condition as possible. This meant sometimes being at the docks a good part of the night—on one occasion all night, until the night gang went home from work at 4 a. m. The dock of-

*Abstract of paper.

ficers and men generally have uniformly been most obliging and helpful in all this work.

The work of these dock men was of fundamental importance in the winning of the war. It was carried on under most trying conditions. Many of these men for months never knew what it was to have dry feet with their shoes on. They knew no holidays or Sundays, and until a few weeks ago two shifts worked twenty-four hours a day with only enough time off for meals. Sometimes a single gang—either the day shift or the night shift—would put a thousand tons of freight on cars or trucks at one dock as their day's work.

The people in the United States do not yet understand the splendid service performed by these men, and especially the hard physical work of the colored stevedores, many of whom are college trained men. The percentage of illiterates among them as a whole, however, is high.

Looking after the libraries in the camps has always been secondary to the work of getting books shipped out for the rest of France. But nevertheless the camp work has always been very important. At the present time (May 1), A. L. A. books are being circulated from no less than 200 places in this Base Section. Since January 1 about 100 places have been closed and the books salvaged, so that the total number of places from which books have been issued since I came here is 300. Of these sixty-five are in and around St. Nazaire, including Montoir—in Camp 1, St. Nazaire, there being fifteen places. And new places are still opening—a large Salvation Army hut and a large colored hut at Montoir being scheduled to open soon after May 1, besides smaller places, all to be supplied with books. It is impossible of course for one person along with all the other work to care for all these places as he would like to do it.

My first problem on this phase of my work was to place books where there were none or very few, and the next to get such help locally (that is, from the camps or from the hut personnel), that the books would give the maximum of service with the minimum of loss or wastage of books. In this work I have had the best possible coöperation from the Army and from the chief officials of the other welfare organizations, though not always from the personnel directly on the job. Considering that nearly all these people were untrained, I feel on the whole that one should be surprised at the results accomplished rather than dwell on the shortcomings of the service.

First of all there has been a book hunger the like of which I did not believe possible before coming to France. Every one who has been in contact with our boys has realized this and felt it most keenly, with the result that to nearly all of us our work has seemed more like feeding starving men than like that of librarians. When I came to the casual officers' camp at Angers in January there were no books on the shelves and men were standing in line for hours at the librarian's desk waiting for someone to return a book, so that they might have the first or an early chance to get it. The time allowed the men for leave from the camp was limited to four hours per week, the usual leave allowed in the base. Shortly before I came there had been a period when the camp was closed entirely, no men getting out on passes, except in line of their duty, and that took very few. These were men of active minds, which simply *had* to be employed to prevent their being lost. The problem here was not a library problem at all — it was an intense human problem—to get something for these men to read—if for no other purpose than to save their minds. After I saw that problem they had books within twenty-four hours, and in a few days more, books in abundance ever afterwards until the casuals were gone.

In the face of situations like this (and I have seen such scores of times) I believe the American Library Association and the American people who provided the means for us to do this work are not going to concern themselves greatly with the ques-

tion of how many books were lost in France or how many or how big libraries we established or what fine library buildings we built, but rather with the question: When the boys were hungry for books to read did they get them? Let's forget about the loss and the wear and tear of books. Under climatic and military conditions these are bound to be great. These losses are a part of the price that had to be paid for the service.

My general plan—as likely as not it could not be followed—was first to visit a library hut or a library to get some idea of the situation, then to deliver the books, with printed and oral directions as to their use, and finally wherever possible to visit the library and the librarian for a longer period a few days or a week after the books were delivered. If I had the books I never had any trouble to get transportation for their delivery. The welfare organizations and the Army always furnished it whenever I asked for it. And sometimes this involved a man and an automobile truck for three days on one trip, with a drive of nearly 300 miles.

In one of the colored huts at Montoir I saw one day a most interesting class of twenty-five colored men taking a French lesson. Some of these men since coming to France have not only learned to read and speak the language with ease and fluency, but to write letters in it. The colored men so far as I am able to judge read poetry and books of a literary character to a much larger extent than the white men. The latter read much less poetry than they did in the camp libraries in the States. Outside of fiction—and western fiction especially—they are most interested in books on business and trades —vocational books—the things they expect to do when they are back in civil life. For the call of the job is heard very loudly in France to-day. Referring again to the colored men, I am sure that no class or group of readers appreciate the work of the A. L. A. more than they do. The Y M. C. A. has been especially fortunate in the high type of colored men and women it has secured for librarians in its colored huts.

The library work in hospitals will doubtless be presented in a separate paper, but I can not refrain from referring to my first visit to Savenay Hospital center—about 15 miles from St. Nazaire. There are eight Red Cross recreation huts in this center, every one of which was supposed to have books. On the shelves of some of these where I found from 100 to 150 men in the hut there was not a single book, another hut had four books, and the largest hut, with seats in the library for nearly a hundred readers had less than fifty books.

Nothing I have done in the placing of books has made so deep an impression on me or gave me more personal satisfaction than when I first took books to the boys in Venereal Stockade. The number of boys in that barbed wire and guarded enclosure equaled the total attendance at an annual meeting of the A. L. A., except a few of the largest conferences. The authorities told me that any books placed there we could never get again, for from time to time they would be burned for fear of spreading disease. So I collected books more or less worn from some of the larger camp libraries and took them out. My arrival with the books was greeted with a shout—a despairing, tragic shout—that still rings in my ears. It was this: "Fellows, something to read." They had had nothing. Any time, work or money you may have put into this A. L. A. work you would regard as more than amply justified if you could hear as I heard them that afternoon, only the words: "Fellows, something to read."

The army educational program has occupied a large place in the minds of all interested in educational work overseas. Up to this time the books supplied by the A. L. A. have been the backbone of the work in this base. There are divisional, area and post schools. Most of the work in the latter is elementary and is destined especially for illiterates; in these days the man who can't read and write

makes a poor soldier. There is advanced work in some of the post schools, but it holds a secondary place in them. In this base all these schools are under the direction of the Base Section School Officer. This officer arranged for the men going to French and British universities and those going to the Army University at Beaune. With these two groups of students my work does not connect. With the schools in the base however, it is quite different. There are fourteen active school centers in the base, together with the divisional school in St. Nazaire. The latter started with eighty instructors and 500 students, but has less now because of men returning home. Up to May 10, all the books used by both instructors and students in this school and for the advanced work in the post schools were supplied by the A. L. A. It was only on April 25, that a shipment of elementary books for post school work was received—books purchased by the Y. M. C. A. and taken over by the Army, and this for only a part of their needs. The work of the A. L. A. in making this work possible at all up to this date has brought for our organization the lasting appreciation from every man in the Army who had anything to do with this educational work. Imagine the feelings of those responsible for this work when the advanced students appeared April 1, and the expected source of book supply failed. That we could meet this emergency in part at least is due to the energetic work of the Paris headquarters.

The part of my work that takes least time, but which in proportion to the time taken has more human interest in it than any other, is getting books and reading matter to the men on the freighters that rarely get back to the States—the men on the ships bringing potatoes from Ireland, coal from England and Wales, Belgian relief, German relief, Polish relief, submarine chasers, etc. Some of these ships have not been to the States for nineteen months, and the officers and crew alike are most hungry for something to read. Then too there are the slow going vessels on which the men have read every book, or the ships that are held in port for repairs. They come to trade in what they have, and they usually turn in a lot of books that are not A. L. A.—books that some of them bought in some port or traded from another ship.

One evening when I came in from an afternoon out delivering books by motor truck I found a note saying that some boys had been to see me from a freighter that was going out on the tide that night, and that they wanted books. I walked a mile and a half through the mud to the dock where they were. The boys were delighted to see me. They wanted to trade in for a new lot the books they had all read. The only ones I had were just off a ship on a dock three-quarters of a mile away. Would they be willing to walk through the mud to get them? "Sure," came the response from eight or ten who jumped up to go at once. We took a ship's stretcher into which the books they had read were placed and four of the boys carried them while I led the way. One of the boys also had a screw driver. Most of them were California boys and their ship was California built. They brought on their first trip a cargo of eight or ten thousand tons of niter from Chile, had a brush with a German submarine that tried to get them, and were bubbling over with stories of their adventures. One of the boys was especially interested in the work of the A. L. A. His wife was a librarian, had taken a course in the library school at Riverside and worked in a county library in California, but was now taking care of their baby that he had never seen. And how anxious he was to get back to California to see that baby! Only the man who has children of his own could know how that boy felt. And I knew.

On the dock we soon had a box of fiction open, and by authors the boys delighted in. Clean, fresh, new books. The sight of those boys there in the dock warehouse, lighted by a few electric lamps high overhead, with busy stevedores and their noisy

trucks all around them, exclaiming and commenting on the books and authors, with books tucked under their arms and between their legs while they were examining still others held in their hands, was a picture long to be remembered. The old books were put into the box, the new ones placed in the stretcher and the boys started for the ship with their treasures.

The salvaging of books thus far has been mostly incidental but from now on it will be of increasing importance. In looking over the books salvaged from huts and barracks, I am impressed with the fact that a very large proportion of them are worn out and I am also impressed with the fact that among them are many books that the A. L. A. did not supply originally. These are books that the boys in the camp turned in to the hut library. They were either books they bought or books sent to them by their friends, and some of them are very valuable books. The same is true of books exchanged by the boys on the ships—many valuable books turned in that never belonged to the A. L. A. In all such books I place our label. Many "Y" secretaries had already done this, if not the label, a pocket and our book card. In some boxes of salvaged books from twenty to twenty-five per cent of the books have been turned in in this way. I am convinced if my experience in this respect is general that what the A. L. A. will gain through books turned into the libraries over here will more than offset the losses due to carelessness, neglect or appropriating. They will not of course offset the losses due to legitimate wear and tear.

The time is at hand to consider what to do with these salvaged books after the boys are out of France. I assume that a good many of them will go back to America, though a very large number of them are not worth sending back as books. If such can be sold as waste paper here it would save much work to dispose of them in that way. Of course we could doubtless send them back on troop ships towards the end of the troop movements for the use of the men on the voyage across and then take off all but a few for the use of the officer and crew back to France. The Army and Navy of the United States in the course of a few years will absorb most of the books that are left. Judging from experience with salvaged books stored for only a short time in Y. M. C. A. or other warehouses I doubt the advisability of storing these books packed in boxes. A good many of them moulded and a number of the others were damaged by rats or mice eating the backs off them to get the paste.

Most of my friends in the States think I am over here on a big junket. Forget it. I never worked so hard or read so little in my life. But there are experiences unusual, pleasant, and memorable. Can I ever forget my first trip to Nantes and Angers? It was in January on a five ton motor truck with a driver who was the night man for a big truck concern in Chicago, his duty being to get broken-down trucks off the down town streets in the quickest possible time, so as not to block the traffic. We started from Nantes in a wet snow in the morning, passing the famous chateau and the cathedral that was old when Columbus discovered America. I shall never forget the thrill on coming unexpectedly on that beautiful tower of the Ninth century at Oudon, now one of the national art monuments of France, then the ruins at Champtoce and the thrill that came when I bought a post card at a near-by shop to find that it was the ruined castle of Bluebeard, and finally the third thrill in approaching and driving by the great and beautiful old Chateau at Angers with its intimate associations for a thousand years with the history of France and England. What though I was stiff and chilled to the bone, so that I could hardly climb down from the truck; it was a great and memorable day.

I could easily use hours in relating incidents and experiences that have come my way, some directly connected with the A. L. A. and its work and others only incidentally so. But time and your powers of endurance forbid. I should like to en-

large on an automobile trip to Trignac pumping station, where some forty men are quartered (isolated and surrounded by buvettes or worse, to quote an army officer), to furnish water to the camps at St. Nazaire and Montoir, operate the pumps, patrol the pipe lines; how we lost our way in the big marsh, driving for miles on narrow dyke roads, partly covered with water, and where it would have been impossible to have passed another vehicle; of how I was brought from Camp Gron to St. Nazaire on a railroad hand car by two soldier boys; of a walk out and back on the mile long trestle to the men isolated on Montoir dock, stepping ties much of the way and holding on to myself to keep from being blown into the river; of the interesting Breton people and their customs in the towns along the coast; of an annual fête we ran into at Muzillac; of the most fascinating steel spider bridge at La Roche Bernard; of a night ride into Vannes and our troubles to find our way through the narrow winding streets to our hotel; all these and a host of others must be passed by.

The automobile and truck drivers have interested me very much. I have had scores of them drive for me, and never once a poor army driver. The more I see of them the more I am impressed with what the camp psychologist told me at Camp Custer, where he was testing all the men to find out what each man was best fitted for. He said that for the qualities of a commanding officer which require quickness and sureness of decision, alertness, and the ability to size up a situation correctly, the truck and automobile drivers ranked higher than any other class of men. Lawyers stood second in the list.

I wish I had time to tell you of the many interesting people—splendid people—one meets in the most unexpected ways and places; of Captain Hickey of the Salvation Army (who will have been in France over two years by the time of the A. L. A. Conference) and how he came over here alone—the first Salvation Army worker in France—to start their work "on $25,000 borrowed money and nerve, mostly nerve," to use his words; of the men with whom I work daily in the school office—the Base Section school officer, born in England, educated at the University of Aberdeen, at one time a resident of South Africa, associated with Dr. Jacks (in whose family he lived) in the editorship of the Hibbert Journal, a preacher in British Columbia and at Berkeley, California; of his assistant from West Virginia and of the University of Wisconsin; of the divisional school officer from Louisiana, graduate of the state university with postgraduate work at the University of Virginia and before entering the Army the representative of a great international publishing house in the southwest; of the other boys in that office, the typewriter boy from the University of Missouri College of Mines at Rolla—a second lieutenant; the University of Minnesota boy who spends most of his time helping me, cataloging books, packing books, pasting labels, hustling boxes, etc., and the sergeant who runs the routine of the office and who could probably buy out all the rest of us together—a diamond merchant of New York but a native of Denmark.

The work has been hard, desperately hard at times—but a joyous work, because one felt it so worth while. Most of the time it seemed as if one were playing a big football game with all the uncertainties, all the lightning-like changes in plans, and all the excitement of such a tense struggle. It was not library work of the institutional kind one left behind, but it has been doubly rich in personal satisfaction in the doing, for one has been in daily, vital contact with every phase of life—that greatest adventure of every human soul.

EXPERIENCES OVERSEAS

By Orlando C. Davis, *Librarian, Public Library, Waltham, Mass.*

Mud; every address which pretends to give a correct impression of welfare work in France during the past winter should begin and end with this word. The French people asked us not to judge French weather by the continuous rains we were experiencing this winter, but I have a never-to-be-forgotten impression of why the boys in khaki called the Frenchmen "frogs," because they would have drowned years ago if they had not been *ranae.*

St. Aignan, or rather its sister town Noyers, was my first post of duty. It was to the big classification camp at Noyers that most of the casual soldiers and officers came to have their records straightened out and to be formed into new companies and sent home. Most of these men were from hospitals.

Both Noyers and St. Aignan were crowded to overflowing. Barracks in France usually had no floors, and very often tents had to be used instead of barracks. There were no lights available except candles, and often not even those. Such was the general condition of this camp last January.

After supper the first night, I went over to a big Y. M. C. A. hut in the classification camp, where we had a collection of books which the "Y" was assisting us to distribute to the men. In the rain and mud outside the building were 240 men waiting for a chance to go into the "Y" to sleep on the floor. The hut was crowded with men anxious to see a show then going on, and desirous also of being in a dry place, but the entertainment was cut short to provide dormitory space for these men who had suddenly appeared on the night train. At 8.30 p. m., we went to another "Y" hut, and found 480 men just preparing to sleep on the floor there.

Can you imagine doing much library work in these buildings? We had collections of books at all the Y. M. C. A. and K. of C. huts, but reading spaces were nearly out of the question in view of the need of every dry spot for purely elemental needs. We had a good collection at the "Y" central hut, but this room was also the headquarters of the house mother, who always had a group of men waiting to have buttons sewed on. This was also the only place for the checker games as well as the only place for the French class; but the books were very popular and the circulations were splendid.

In order to provide a place where books should be something more, however, than a side line, and to provide a headquarters for our work in a region about twenty-five miles square and including several towns, and to make one more place where men could be dry and warm, we arranged with the engineers for the erection of an A. L. A. building in the classification camp. The building was about completed when I left St. Aignan. I should also say here that St. Aignan now has miles of board walk and good sleeping accommodations for troops, but I have told you some of the disagreeable conditions for the purpose of emphasizing the value of the welfare work in the camps in midwinter.

After I had been in St. Aignan two weeks, Mr. Stevenson sent me to Le Mans, the headquarters of the American Embarkation Center, a region where conditions were similar to those in the St. Aignan region, but on a larger scale. The American Embarkation Center was nearly 100 miles square, in the west of France, and most of our troops passed through it on their way to the States, except the casuals who went direct to the ports from St. Aignan.

In the A. E. C., as the area was commonly known, the final records of the Divisions were made up, men were deloused, and all was put in readiness to go on to the ports when the boats were ready. Sometimes the men stayed there two weeks, sometimes six weeks, depending

upon the number of boats available. The troops had been sent into this center so fast that all welfare organizations were taken by surprise and, owing to the very serious shortage of transportation in the area, the problem of getting supplies distributed was a difficult one. The region had a capacity for holding nine divisions at a time, together with the permanent troops, and 200,000 men were at hand most of the time.

During the first six weeks of my stay at Le Mans, every welfare organization either doubled or trebled its huts, plans and workers. When I arrived, I found the American Library Association's central library was being run by the Y. M. C. A. in a little room, 15 x 20 feet, admitting of twelve men seated. It was in the "Y" central hut, on the second floor, and was the most cheerful place in the building, in spite of the poor invitation offered by an overcrowded room. A man would stick his head in the doorway, and ask, "May I come in?"—questioning whether he could get in, even if allowed. The reply of the Y. M. C. A. librarian was always a hearty "Come right in! But we won't ask you to stay too long tonight after you find your books."

Obviously, larger quarters were necessary for a central library. At first, I tried to rent parts of buildings in the center of the city, but the 70,000 addition to Le Man's normal population, caused by the arrival during the war of Belgian and French refugees, made the search a fruitless one and compelled us to plan for the erection of a building of our own.

Books did not come through in sufficient quantity in February, but the first installment of our educational sets, each containing about 850 splendid new titles, arrived at Le Mans in that month, and a happier lot of men you never saw than some of those who used these fresh, up-to-date books. And there were classes in the Army School which began work only after the A. L. A. books arrived, because the Army textbooks had not come. In fact, many classes would never have started had it not been for the A. L. A. books.

The office work of the A. L. A. at Le Mans was well cared for by Miss Huxley, of the *Library Journal*, whom we got transferred into the A. L. A. from the Red Cross. She acted as secretary, and made necessary arrangements for A. L. A. service with visiting officers while I was overseeing the erection of buildings or delivering books to men in the field. Her attempts to get printing done during a printers' strike, to telephone over a hopelessly busy telephone wire, to entertain French people who were so pleased to find an American in the office who could talk French, to type 150 words a minute, to send daily telegrams to Paris for books and more books, and similar instances, would easily fill a number of the *Library Journal* and perhaps some day a book.

The Le Mans central library, which we finally got erected, was 17 x 90 feet, not large, for we had a storehouse to serve as storage for cases, and we had many collections of considerable size not far away; but it was the most cheerful building imaginable, and, like all the libraries, very much used. I have heard men step inside the door and, after the first shock of surprise, use some such phrase as, "I haven't seen anything as fine as this in France." Many French civilians visited the library with much interest, because public library service on the modern plan is unknown in France, and nothing of the sort was being done for the French soldier.

Quite naturally, in this Army library work many books did not come back to us, because of the rapid movement of the troops, but the books then went into the A. L. A. service in some other region. I think I received as many books from other regions as I missed in the tray, but no rigid system of accountability is possible in an army, because of the rapid change, both in the personnel of troops and of welfare organizations. Response to overdue cards was good, however, and the assistance of the officers of moving troops

in collecting books from barracks and billets was splendid.

Let me now speak of the A. L. A. library at the largest cantonment near Le Mans, known as the Forwarding Camp. This building was completed March 3 for the A. L. A. by the Army Engineers, at no expense to the Association. It was built next door to the Army School, where 1,200 men were in attendance, who used the library as a study room. The combined use of the library by students and novel readers also proved too much for its capacity, and the building was doubled, giving us a reading room 105 x 40 feet.

Everyone was interested to get the A. L. A. service installed, from the General down. The draftsman could hardly get the plans drawn soon enough, because he was so anxious to get a book on mechanical drawing. It was the chief of the construction engineers who tried to find a study book for himself one day from a lower shelf by aid of a match and so decided that there was really needed the amount of electric light we had asked for.

It is significant that the side of the room where were located the study books was always more crowded than the fiction side. The reference questions were always most interesting. One man wanted to bind the banks of a hill so that the soil would not wash into the hollow, and another wanted to know where he could buy the best lace to take home. Perhaps even Congress would be glad to get the viewpoint of the American soldier as expressed in the debates for which special material was selected. The last debate reported was on universal military training.

I got to the Forwarding Camp library one day before Miss Ferguson had opened the door and found a line of forty-five men waiting to get in. The line was as long as an ordinary canteen line, though mental food is not usually considered as popular among young men as the kind that goes into the stomach. Several books in this camp library are known to have been circulated three times in one day, and many times it has happened that a man would bring his friend when he brought his book, because the chance to get a good book in the English language was too precious for his friend to lose. I have delivered boxes of books which had been telephoned for, and found twenty-five men waiting for their arrival.

The two A. L. A. buildings which I have described were carried on similarly to the camp libraries in the United States, except that we were obliged to use even more short cuts than the libraries in the cantonments at home.

The A. L. A. also had many smaller collections which were being cared for by the other welfare organizations, by school officers, or by commanding officers, and it was to a company of engineers working on a road, or a company of doughboys billeted in a little village miles from normal life, with no "Y," or "K. of C.," no "Red Cross," and no railroad or electric car connections, that one's sympathies as a librarian were drawn. After a long day's work, there was no "movie" for them, and no educational lecture usually, so, as one man put it, "A box of books was enough to set you up in business."

There were eight hospitals in the region outside the city, all of them equipped with A. L. A. collections, manned by the personnel of the Red Cross. Boys who had been gassed, boys who had been torn by shrapnel, and others, who were just playing sick, could read, and often could study. A Red Cross worker wrote me, "It is wonderful what a difference a book makes in the mental attitude of these boys."

Also, outside of Le Mans proper, about eight miles from the city, we had what was known as the Belgian camp, where were 20,000 American troops. These boys were far enough from Le Mans to be unable to get the advantages of living near a city, and every welfare society was doing its best to make life more worth living there.

Long barracks buildings, with one window on each side, and a lawn of black mud a foot deep are my own chief impressions

of that camp. Here we placed our collections of books in welfare buildings, and also a remarkably good school library collection in a building especially erected for this purpose by the school department and placed under the continuous supervision of an assistant school officer with two enlisted men.

You have doubtless noticed that the United States Army in France was willing to go to any amount of preparation to get the A. L. A. books to the men. At the Spur camp, which held 7,000 quartermaster troops, supplying the whole region with building material, fuel and food, the A. L. A. had books at the J. W. B. hut, at the K. of C. hut, at the recreation building of the Military Police, and at the school building. The État camp, holding 1,500 United States railroad men, had a fine library of both fiction and non-fiction, in the care of the school officer.

There were thousands of men who had no regular book service in France. The lack of books and the shortage of transportation facilities were the chief causes of such failures as were experienced, and in order to have had transported enough books for France we should have been obliged to start shipments in large quantities many months earlier than we did. Thousands of books were bought in Paris and London by our Paris headquarters office to help make up the fiction shortage, but there were never enough.

However, I assure you that we were really getting those books which you so faithfully collected in your libraries for our boys. I saw books stamped or plated showing that they came from New York, Boston, St. Louis, Cleveland, Newton (Massachusetts) Keene (New Hampshire) and other cities, and I even had the thrill of seeing some of my own library books.

The 75,000 books in the American Embarkation Center were at work, as I have described to you, in over 200 collections. You will get a little idea of the problem with large divisions if I tell you that one division (the Thirtieth) had an A. L. A. collection in each of thirty-two towns. Your Association's work has made book readers of some men who usually read nothing more than the newspaper. Men have told me this themselves, or I would hesitate to say so. Other men have learned what modern public library service is who had not lived near a public library before. The money which you and your friends gave has helped many a man to continue an education or to get ready for the job at home. The A. L. A. books and the cheerful library quarters were also providing a wholesome substitute for cognac and its attendant vices. An officer told me he did not know to what limits of violence his men would go if he did not give them books and other recreation. Men grow stale so easily with nothing but troubles to think about. An enlisted man, bored and homesick, came in for books one day, and said the only thing he had to do was to act as a guard one day out of every fifteen. His chief duty the other fourteen was trying to keep out of mischief.

The boys, in spite of a late start, did well "over there" under trying conditions, and the A. L. A., in spite of its late start, did well under trying conditions.

But the boys are now here. Let us "carry on" here also.

WITH THE A. L. A. SERVICE OVERSEAS

By Judson T. Jennings, *Librarian, Public Library, Seattle, Wash.*

When I finished two months' work at the library in Camp Lewis, in 1917, I thought that my war experience was over, but about a year later a telegram from the library headquarters in Washington requested my board of trustees to release me for six months' service in Washington and New York, and possibly overseas. I left Seattle November 19, 1918. I left New York on board the Mauretania, December 6, for England. When we landed at Plymouth, I went immediately up to London, where I spent four days getting information for the library headquarters in Washington regarding the library work in Great Britain. The A. L. A. at that time had no person there devoting full time to A. L. A. service, that work being in charge of the Y. M. C. A. and the Red Cross, but excellent work was done in seeing that the American Library Association books reached the American Army and Navy men in the British Isles.

From London I went by night boat across the Channel to Havre. At Havre again I got further information regarding library work among the surrounding camps, and in importation of books that had come into France from America, through Havre. Then we took the train from Havre to Paris.

As soon as I reached Paris, my first task was to find a bed. This is not as easy as you might think. The best I could do was to rent half a bed, the other half being occupied by a Hearst newspaper man from Boston. The next morning I reported to Mr. Stevenson at the A. L. A. headquarters, a very busy place. Mr. Stevenson spent about fifteen minutes, I think, with me, telling me exactly what he wanted me to do. There was no hesitation—I never saw any hesitation on the part of Mr. Stevenson in anything he had to do—his decisions were quick and always to the point. As soon as he saw me he said, "I am going to send you to Coblenz, to organize library service for the Third Army. They have been in Germany two or three weeks and they have no books." He told me to get what information I could as to the way things were done at headquarters, see how the books were handled, and how shipments were made from the warehouse and "when you are ready, Go!" He further said, "I think you will need an automobile in Coblenz in order to get around over the territory, and the only way to get it there will be to drive it there. You go out, buy a car, and get ready."

Well, the next morning I started out to buy an automobile. After visiting one or two secondhand shops without success I heard that the Y. M. C. A. had some extra Fords, and I finally succeeded in buying a Ford from the Y. That was the beginning of my troubles. I had operated an automobile, but I had never driven a Ford. I had to learn to drive it in the main streets of Paris, and I had to learn to drive it largely from a book. They say there are some things you can't learn from books.

After two days' practice, I started for Coblenz alone, on the last day of December. The trip was very much easier than I expected. Mrs. Stevenson had prophesied that I would never get there, but it really was a very interesting and enjoyable trip with good roads and fair weather. Stopping the first night at Chalons-sur-Marne, the second at Verdun, the third at Treves, I reached Coblenz the fourth night, January 3, 1919. The most interesting part of the trip, of course, was Verdun. I spent an hour or two of daylight there, going through the ruins, the cathedral, and especially the underground city, where the French troops that protected Verdun were quartered. Finding that the American troops near Verdun had no books, we sent a request to Paris

asking that books be sent to the Y. M. C. A. secretary.

Coblenz, as you know, is the headquarters for the Third American Army, the army of occupation. It is located on the Rhine, at the point where the Moselle River joins the Rhine, the name Coblenz meaning "confluence." The city is on the west bank of the Rhine. Directly opposite, on the east bank, is a high promontory, surmounted by one of the celebrated German fortresses, Ehrenbreitstein. The Third Army at that time included three corps, the third corps, which was on the east bank of the Rhine, the fourth corps, on the west bank, and farther back, around Treves, the seventh corps. This army comprised about 250,000 men, and they had been up there for about three weeks without any books. You have all heard how, after the armistice, the demand for books in France was greatly augmented because the men had more time for reading. Our headquarters in Paris at that time could not keep up with the demand for books. The same thing was true in Germany, and true in a greater degree; in no greater degree perhaps because of the armistice, but because of other conditions in Germany. In Germany the men were forbidden to fraternize with the German people; they were scattered over territory about a hundred miles square, billeted in over 300 villages, and they had very little opportunity for moving about, from one village to another; so they were especially dependent on their own efforts for amusement and entertainment, and on the efforts of the welfare organizations. This seemed to us to increase the need for books.

When I reached there on January 3, there were no books. A carload had been shipped from Paris before I left that city, but they didn't arrive until the middle of January, so you see the Ford "went to beat the cars." As soon as the books came, the first thing we did was to distribute a generous supply through the Y. M. C. A., the Red Cross, and the Knights of Columbus. The officers of the Third Army had asked us, as they had asked Dr. Raney in the beginning of overseas work, to work largely through these other organizations, so we sent out to each division Y secretary twenty cases of books, to the Red Cross, thirty-six cases for the hospitals, and to the Knights of Columbus, forty cases for the K. C. huts. In that way a quick distribution was made of the books as fast as we could get them from Paris.

As soon as that work was under way we started the central library in Coblenz, intended to serve the five or six thousand men stationed in and around headquarters. For that we secured a wing of the Festhalle, the largest building in Coblenz, which had been taken over by the Y. M. C. A. for entertainment work. Our portion of this building was a room forty feet square, with an outside entrance, and also an inside entrance from the Y. M. C. A. part of the building. That gave us good quarters, not quite large enough, but a place where the men came in crowds. The use of it was tremendous. We had at that time only one assistant in Coblenz, Miss East, who had been detailed from the Y. M. C. A. headquarters in Paris. She was an enthusiastic, wide-awake young woman. She had never done library work, but she took hold with a vim—almost too much vim, at first. I sent forty cases to the central library one afternoon, asking her to get some soldiers to unpack the books. We had installed shelving while waiting for the books to come. That night Miss East opened the library; we were not prepared with the necessary paraphernalia for charging the books; some had cards and some didn't, but we made the best of it, and although it took two or three weeks to get things straightened out, the books *did* circulate. That first night she opened the library about 5 o'clock, and four hundred books went out. They were going from then on at the rate of from two to four hundred volumes a day.

Later Miss East was succeeded by Miss Mary Booth. In addition to those two

assistants we had Edward E. Ruby, who took over the work when I left; and Mrs. Briggs, who took charge of our mail order collection and also spent part of her time visiting hospitals around Coblenz. We found at Third Army headquarters a graduate of the Pratt Institute Library School, Kenneth C. Walker, and succeeded in getting him detailed to the library. Later came Miss Flagg, Mr. Hyde, and Miss Rose.

The kinds of books called for were largely the same as in the camps in this country: O. Henry, Mark Twain, Zane Grey, and Porter. One captain asked for "Alice in Wonderland," but we found "Alice in the Looking Glass," which he took and read, and loaned to several other officers. There was a tremendous demand for books on the Rhine and books about that region. We could supply only a small part of the demand in that subject, for our stock was limited, and although we had twenty Baedekers, we could have used two or three hundred. Many of the books that came to us were gathered from the camps in France and sent on without repacking. We sent these cases out, thinking they were A. L. A. books. This letter is from a chaplain of the engineers, who received one of these cases. Please note that he is a chaplain. He says, "We are returning the two boxes of books that came from you Monday. They are Bibles. We would like very much to have you send us two boxes of reading, or library books."

A. L. A. NEWS FROM OVERSEAS

By Mary Eileen Ahern, *Editor, Public Libraries*

I have been asked to tell you some of the things that came under my observation while it was my very great privilege to be overseas these past few months. I come before you with some trepidation, because both you and I remember well the very polished, graceful and finished address which came from overseas last year.

When I received my appointment to go abroad, I was told to report to Mr. Stevenson in Paris. When I reached there, after a very stormy voyage and a most inhospitable welcome from the elements of France, Mr. Stevenson asked me what I expected to do. I said, "I will do anything you want me to do, if I can, and I am just Irish enough to think I can do anything." He said, "I am some Irish myself. I shall expect you to let the people at home know what we are doing here. I shall want you to talk library war service with all the American people you meet in France. Then Dr. Putnam has an idea that you can talk to the French people about public libraries." I said, "All right; I know all about *Public Libraries;* I brought it up, but I can't talk French." He replied, "I think I will trust you." Now, when a man looks straight at you, in that calm, calculating way Mr. Stevenson has, and says, "I will trust you," you know you are on your mettle. I was, at least, and I think if he had asked me to interview M. Clémenceau I should not have hesitated to walk up to him and ask him what he thought about the American Library Association. I know I talked to some people of whom I was more afraid than I should have been of M. Clémenceau.

It seemed to me the first thing to do if I were going to reach the people at home, and let them know what the American Library Association was doing, was to get in touch with the streams that were flowing back toward America, carrying a word of what was going on "over there." But the many things that were occupying the attention of the world at that time, all of which came through one particular channel, made my efforts somewhat disappointing, when trying to reach that particular channel, the Associated Press. I felt bad about it for several weeks, until the Associated Press brought word

to Europe that the camps in America were closing, and that therefore from them the American Library Association would have three and a half million books to give away; and I thought, if that's the way they report things *from* America, what might they not have reported *to* America if I had talked with them. And I was glad I had not been able to make connections. I then turned to local sources.

The Associated Press, as you know, is something of an eastern proposition; and as my office abroad was to go to the center of things, I got in touch with the Chicago *Daily News*. Now, some of you may think there is a better newspaper in the United States than the Chicago *Daily News;* I don't. I make no apology for my prejudice. I do this the more truly because during my stay in Paris I received the most cordial coöperation, the most helpful suggestion, from the Chicago *Daily News*, and moreover, on more than one occasion they allowed me to get through their cabled news, word of what we were doing in France.

I also called on the Chicago *Tribune*. I received cordial support from the *Tribune*, and was told they had a line of papers from Boston to San Francisco, and that if I talked to the point, and stopped when I reached it, they would print what I gave them and see that it was sent out. I know it appeared in the Chicago *Tribune* at home, but whether it got into the other seven papers, I can't say.

You heard what splendid plans have been made for distributing the periodicals and newspapers in France, and without making any comments, or placing the blame on anybody, I must say that if there is anything that works more slowly or incomprehensibly than the mails which carry magazines back and forth to France, and to other European countries, I don't know anything about it, but I do know when you put a magazine in the mail on the other side, and sometimes when you dropped them in on this side, they went nobody knows where.

I shall not go much into details, but I want to tell you of the splendid coöperation that was given by a number of American newspapers and magazines, for instance *The Outlook*. Mr. Ernst Abbott represented his paper at the Peace conference. I called to see him by appointment and was most cordially received. He was most appreciative in his remarks about what the American Library Association was doing, and as you know, gave us a splendid feature story in *The Outlook*. The *Christian Science Monitor* gave us a column on more than one occasion referring most highly to the work we were doing.

(Miss Ahern told in humorous fashion of her effort at publicity, especially about her call on Mr. Ray Stannard Baker, who was the head of the Peace conference press in Paris; of her astonishment to find such a mild-mannered man as one of the strong participators in the remarkable muck-raking of twenty years ago. Miss Ahern said she thought Mr. Baker in his demeanor, courtesy and kindness more nearly an embodiment of David Grayson.)

The work that I did in Paris was founded on the thought that I was to get news across to the American people of what the A. L. A. was doing with the money and books that had been given for the use of soldiers. That was the main thought in the letters which I sent to America. Then I tried to make widely known, among the soldiers and those who were directing A. E. F. forces in France, the readiness of the A. L. A. to do what it could to make the watching, waiting time of the boys pass as normally and as sanely as might be.

Mr. Stevenson told me one day he would like to have me make a round of the library centers. "You will get the personal touch there better than you will get it from the letters which we have here," he said. My idea of the literary man in business has been changed since my association with Mr. Stevenson as the overseas representative of the American Library Association. We hear sometimes that literary men are not good business men. Well, the keen insight, the untiring

effort, the able handling of the great volume of business shown in the work of Mr. Stevenson furnishes a notable exception. Everyone was pleased with the rapidity and effectiveness of the work that was turned out in getting books to the men from Paris headquarters. The personal testimony every day came in, not only in the letters from thousands of men in all stations of life, but on every occasion that offered discussion of the A. L. A. —a continued expression in one key of the splendid service and the great help that the books were to the men when they came to the American Library Association.

The experiences at the various camps visited ranged from grave to gay, but conditions there will be described by other speakers.

The second part of my work was to bring to the people of France, as opportunity offered, some notion of what the public library in America does, and the possibilities of its extension in France. They have what are called public libraries in France, but they are nothing like what we have here. There are some people, however, who understand what we are trying to do, and are anxious to start that sort of movement in France. I was invited to attend a meeting of a committee appointed by the Government to consider the question of rebuilding some of the destroyed cities in France. They had previously discussed a great many things —heating, lighting, waterways, schools, and what not, and finally they discussed the library. Before I reached Paris, Mr. Kerr had arranged a meeting at which to tell them of the American public library. This he did very adequately, by describing a public library such as he had known in his own town. I supplemented his talk and answered many questions. Professor Ford, of Harvard, was interpreter, and I am quite sure that what Mr. Kerr and I had to say lost nothing in the translation.

The Paris library of the A. L. A. was an exceedingly useful and popular place. It was conducted on the most approved ideas prevailing in American public libraries. I invited the committee of investigation to visit this library to see American methods of administration at work. They came and several of us took great care to explain just what everything was, how and why everything was used. The quality of the books on the shelves were of a much higher order than the visitors anticipated.

Those who have attended a foreign meeting of librarians will understand what I mean when I say that after it was explained that these books were arranged on the decimal classification, everything else we said to them went through that focus, and our elaborate explanations, given through the interpreter at headquarters, always were answered by some member of the party in a remark about this classification not being quite scientific. Finally I said, "Please tell them we are not concerned in America so much with the question whether our classification is scientific, but whether it gets the books arranged on the shelves so we can get them out quickly to those who want them!" . . .

I was personally invited by Madame Hollenberque, whose articles in *Public Libraries* you have read, and who was interested in trying to start libraries for children, to meet a group of teachers and discuss the question of books for children. I had a very interesting time. The same conclusion, however, that was reached by the former committee was reached by this body of teachers—that France is too poor to add another tax for another institution, and some other way must be found to make the opening wedge; perhaps by presenting a fully equipped children's library, so they may have the example before them as to what can be done.

I had the opportunity also, through various means, of bringing to the attention of a number of the finest of the French women this thing that might take up the leisure time they are afraid they are going to have on their hands after the treaty of peace is signed, and showing them what

a splendid opening there is for educated young women in the extension of library service in France.

I wanted to tell you some of the things of human interest I met, but I have time only to say that the work is going on. One young man told me face to face that these books were the only things, many times, that kept him from going insane. Another man stopped me on the street and said, "You people don't understand what these books have been to us in these devastated regions: we don't know the language, there is no shop where we can buy books, and the spirit which you show in giving us the books, and your own personal service, is something that we shall not forget when we go back home." I want to plead with the librarians to make conditions in their libraries such that when these young men come back, they may retain these exalted ideas of what libraries mean.

I hope I shall be excused if I say the service of the women librarians was more often mentioned than that of the men. Perhaps it was so because I was a woman, and it was loyalty to an ideal. But over and over again they said, "When I go back home I want to tell you that our public library is going to have one 'pusher,' one 'booster'"—one anything, according to the degree of enthusiasm and the vocabulary. Still another man said, "I feel like taking off my hat to you women librarians; here you are over here, on your own initiative, while I would go home on a raft today if I could, and take my chances on getting there; but here you are, staying and working as I have seen you work in this building. I don't understand it." And he took off his trench cap and said, "Here's to the women of the American Library Association!" I re-echo his words.

SIX MONTHS AT HEADQUARTERS AND IN THE FIELD

By Theresa Hitchler, *Superintendent, Catalog Department, Public Library, Brooklyn, N. Y.*

My little talk this evening is to be just an informal ramble. I feel that I have been privileged and very fortunate indeed to have camped on both sides of the fence—in the enclosure and out in the field. No one who has not done that really understands what the library war service has meant.

When I first considered the offer that was made to me and came down to Washington and saw Mr. Milam, one of the first questions I asked him was whether I would have a chance to do work in the field. This was his reply: "Miss Hitchler, that depends entirely on you. You may go out in the field just as often as you consider it necessary and feel that you can leave your work at the office. You don't even have to ask me. All I ask is that you leave word where you are going, so we may communicate with you."

That sounded lovely, and when I went to Washington on December first I had visions of going right out in the field. When I tell you it never occurred to me that I could leave my desk during the first ten weeks, it will give you some idea of how foxy he was. The very first day I arrived I had two shocks; one came before Mr. Milam arrived. I was standing in that tremendous map room where most of the service was conducted, when a door behind me opened and an elderly gentleman looked in. I was directly in the line of his vision, and he appeared to be looking at me when he said, "I don't know why you don't all go home; the war is over!" That was my greeting. He was the legitimate tenant of that room and anxious to have us get out.

The second shock came when Mr. Milam turned over the five hundred and fifty-odd camps throughout the country to me and said, "Go to it." I didn't even know

where some of these places were; I wasn't familiar with the names of many of the camps, I am ashamed to say, and their places on the map just represented dots to me. I have learned a great deal since.

The personnel at headquarters is something that has become very precious and very dear to me. I would like to tell you not so much what we did, what we at headquarters did, what the library war service did, as what it did for us. I don't feel that in comparison with what I got I gave anything at all. The men and women with whom I was permitted to cast my lot for those six months had the finest, most wonderful, most united spirit for service that I have ever known. There was never, so far as I could tell, one thought of self; never one thought except what we could do to help and serve. We felt not that we were doing it, but that the American people had entrusted the American Library Association with this work to do for those boys overseas and on this side, and all that we attempted to do was to carry out that work to the best of our ability. I can liken headquarters, I think, to nothing better than a huge mainspring, a huge dynamo, which was kept ever busy, ever whirling, keeping other machines in motion, sending out its work in various avenues of service to all parts of the country, to all sorts of people, the avenues growing wider and wider as the vast possibilities of our work were impressed upon us.

Of course, there were some imperfect tools and some imperfect mechanism. We know that as well as anybody can tell it to us, and if we had another war, why, we would do ever so much better, but, of course, we don't want another war. Looking back over those six months there are many things, in the light of my later knowledge, that I feel I could have done better, but at the time I simply did what I could.

The acting general director was also an acting generous director, because he left the heads with full authority and full responsibility, so that we had the incentive always to do the very best we could. Our records—records of work, records of books sent out and placed in camps and vessels, and in individual hands—are large, but still far from complete. They do not nearly tell the story, because librarians out in the camps were far too busy actually serving these books, to keep an exact record of the number handled. Many of our workers were not on the headquarters' pay roll; they were workers who were devoting as much time as they could spare from their legitimate work; many of the workers probably you have never heard of —certainly I never heard of them until I began visiting in the field; men and women who were simply content to do the work, unnoticed, with no thought except the thought of work well accomplished.

My first ten weeks were rather hectic ones, because I had to get acquainted not only with the camps and with their personnel, but with everything that pertained to the machinery at headquarters. For ten weeks I stuck to it, even though I had an invitation from the acting director to make a visit to the field. I think he knew when he asked me that I could not possibly conscientiously go. At the end of ten weeks I made my first trip, a lengthy one at that, a trip of two weeks to the southern part of the country. This first trip was down on the border, to San Antonio; I thought at the time of going to El Paso, also. I said, "I may as well go to El Paso; it is just a step across from San Antonio to El Paso!" I found it wasn't so! I met Miss Stockett, who has done splendid work down there; but I am not going to tell about her work, for she herself is going to tell it at one of the camp librarians' meetings.

When I got to San Antonio, we held a meeting of camp and hospital librarians and some officers from the neighborhood. Major Stark, who had been sent from headquarters to look after the military work on the Mexican border, was present at the time, and spoke. On my way I stopped at New Orleans and visited the various camps, Navy and Army, in and

near the city. The librarian who was supervisor down there told me about the boys, who were farmers in that district, on wide stretches of land between cities, where they did not know anything about libraries, where they never had had books, where the boys had never known that there were books on farming and agriculture, and he just begged for such books. He said the boys were so eager to perfect themselves, to read up a little on their chosen work, that he just begged that when this war service was over, if we could not start libraries in those neighborhoods, on those flats, so to speak, at any rate we would send all the books on farming and agriculture to the homes of these individual boys, so that they could go on. One boy was reading his twentieth book on farming, so you can imagine what it meant to them.

On my way on this trip I met many fine women in the profession. My mind was carried back to what I had heard at Saratoga, and, of course, when I went to headquarters I was on the lookout for them. I was very pleasurably surprised and pleased to find that women in some instances really received first choice. I know that time and time again I made a recommendation, and passed the name to the acting director general, when he himself, on getting the name of a man, said, "Why not a woman?" In the beginning I didn't always make an attempt to try to find a woman to fit the position, but took the names handed to me; later we sought women all over the country, and wherever we had an available one we kept track of her and kept her on our list until such time as we could place her. This was part of my own work, and I would like the Association to know, that during the six months for which I can vouch, there was never a time when women were not pushed forward, and not always by a woman.

To go back to headquarters for a minute, one of the privileges (and this applies to the field work also) that all of us who worked there enjoyed so much, was that we rubbed shoulders and wits with so many big people who were not in our own profession, and you don't know how stimulating that was to further effort and to future ambitions. Of course, as I told you, we at headquarters ourselves could pick flaws in the work that we have done, and I know that when we get together like this, as a family, we do that very often; but do let us be a little careful how we pick flaws, because, after all, what we are doing is maligning a member of our own family.

I have not yet finished my first trip, because on the way back I stopped at Charleston; I was put off the train at five o'clock in the morning, and at 7 o'clock I was met by a man and a flivver. The supervisor at Charleston was Miss Titcomb. I will use the expression that everybody did who came in contact with her—she is one of the "live wires" in the profession. I asked the privilege of being present when she did her transport work, but the representative from Washington who went down there gave me a very vivid word picture of what she had done. Just fancy her starting out at dawn—at 5 o'clock in the morning, and riding over nine miles of the most awful road to the Navy yard, and scaling a rope ladder to the ship, in order to see whether the books were there for the men coming back on the transport. She did not tell these stories herself, but the boys said, "We should have had some like you on the other side."

I want to tell you what I told a Y. M. C. A. representative, a Y general director, when he said something to me about our modesty and our perfect willingness to do all the work and take none of the credit. That was a wrong way to approach me, because I do not believe in it. He said it in the belief that he was paying me and the Association a high compliment. I said to him, "You have the wrong idea; I don't care, and no individual who is engaged in this American Library Association war work, cares a whoop whether he or she gets any personal

credit, but I want you to know right now that the American Library Association does want credit for all it does, wants to be known to have done it; it is the only way to justify itself. It is nonsense to say, 'I will hide myself under a bushel, and let someone else take the credit,' and let the American people remain in ignorance of the fact that the money which they gave us to spend for this work was being spent by us in doing efficient work." If I had time I would like to dwell on the many wonderful things that have come to my knowledge of the work of the Y. M. C. A. officers and others, and it is not from any feeling of self-glorification that I speak as I do, because I really don't care in the least personally, and I know that none of the men and women who worked with me at headquarters felt differently; but I do think that the American Library Association ought to have all the credit, all the glory for what it has done. I would rather it came from outside. I don't believe it is well for us to keep saying it, but I think our service, our work, has echoed to every corner of the United States, and to other parts of the world, and I think what we want to do now, is to see that that echo never dies away, and if we can keep it up only by shouting, let's shout.

This great enterprise which the American people entrusted to the American Library Association, and operated through its library war service, with all its limitations and defects, is really a wonderful piece of work, wonderfully carried out.

When I visited the New Hampshire and Maine district, on the second trip, I spent a day at the Naval prison in Portsmouth. There I had a very interesting talk with the Commander, and then he turned me over to an ensign who had charge of the educational department. He took me to the library and showed me what books they had and what kind they needed.

An amusing thing happened while I was there. There were three boys standing in the library; he told me many of these were college boys, of course, imprisoned for military misdemeanors, not criminal offenses. He said, "I want to see the librarian; where is he?" "He isn't here, sir," was the reply. "Well, go find him," he said. I thought the boy looked at me in a peculiar way, and then at the officer, and went out. He came back in two or three minutes and said, "He cannot be found, sir." In a very serious voice the officer said, "He must be found! Trail him; hunt him up!" And the boy looked at me and then edged up to the officer and saluted again and whispered something out of the corner of his mouth, and at the same time glanced over at the corner of the room. Of course, my eyes turned in the same direction. The ensign said to me, "Would you mind stepping out of the room for a moment?" With a serious face I said, "Not at all," but I had seen the bunk in the corner of the room, and I knew that the librarian had not been up and dressed when we entered and had immediately ducked, and they did not quite know how to get out of it.

My time is up and I must close. Let me do so by telling you a final story. The insignia of our Association—A. L. A.—has been interpreted variously by various laymen, but the most unusual meaning was ascribed to it by a barber in the cosmopolitan city of New York. One of our transport librarians was being administered to in one of the large "tonsorial parlors" in the liveliest and most central part of the city, by a foreigner of oriental aspect. Suddenly the latter's eye was arrested by the A. L. A. pin on the librarian's coat. "Ah, you are a Turk, yes?" exclaimed the barber, with an air of wonderment and increased respect. "Why no, what makes you think that?" responded the astonished librarian. Pointing to the pin and breathing the letters according to his view, the barber replied in a hushed tone, "Allah"!

EXCERPTS FROM REPORTS OF A. L. A. WORKERS OVERSEAS

THE HEADQUARTERS LIBRARY

The work of the headquarters library in France can hardly be measured by library standards in the United States because its organization and purpose are unique. It sprang into existence to meet a certain need and has molded its life towards this end. Its purpose has been to provide a comfortable place where the American soldier can enjoy the help and inspiration of books, and to send him home with a wider knowledge of European conditions and better equipped for his business or profession than when he left the United States. Conditions in a foreign city are so different from those in America and the problems encountered so varied that the structure of library science has often had to be bent and twisted to meet the special needs.

The home of the headquarters library is at 10, Rue de l'Élysée, Paris, in the palace of the former papal legate. The broad hallway of this building gives an excellent place for the charging desk, and the big reception rooms opening from each side have been converted into reference and reading rooms. In spite of the walls frescoed with cupids and the big mirrors, the place quickly assumed an American appearance, as was evidenced by the boy from a Missouri farm who paused at the door with a beaming face, exclaiming, "Gee, this looks just like home."

A "real bit of America" in France, others called it and it was indeed our aim to have the American spirit so strong that it would catch and hold our soldiers.

The headquarters library opened on August 29 after one hectic month in which seven thousand books were classified, listed and prepared for circulation by less than half a dozen people. One Decimal classification was our sole library guide and when that was requisitioned a little later by the Army headquarters, we had only our memories to depend on.

The building itself was a constant surprise to us. It was like living in an enchanted palace. Every few days some unexpected new phase would open up. The papal legate's oven formed an excellent place for filing newspapers, his big iron stoves were converted into tables for sorting books, and just when we did not know which way to turn to find a place to store our surplus stocks until we could get into shape for circulation, we would stumble upon some secret passage or concealed stairway leading into a spacious wine closet which could easily be converted into a storeroom.

It was astonishing how quickly the soldiers discovered that there was an American Library in Paris. Word was passed from one to another that there was a place where American books and magazines could be had for the asking, and often at night we marveled at the well-filled reading rooms when we realized that not even a line of light marked the existence of the library building and that the streets leading to it were sc black that one could only feel his way along. Once we tried to place a guiding star over the door in the shape of an electric bulb covered with many coats of dark paint. But the next morning one of the police officers visited the library and ordered it to be instantly removed. "You are endangering the whole city," he told us. "The enemy airplanes might see your light and would know that Paris lay below." So we put aside our electric globe and hung heavy curtains over our windows that we might in no way be to blame for the bombs that almost nightly dropped on Paris.

At this time when the American Army was pounding on the western front and every nerve was strained toward the winning of the war, the chief interest of the soldiers in books lay along technical lines. Daily the shelves were stripped of books on mechanical engineering, and daily new copies were added. Books dealing with airplanes, automobiles, telegraphy, and road construction were consumed with remarkable rapidity and supplemented by mathematics varying from simple questions in arithmetic to the more intricate problems of calculus.

Then came the signing of the armistice and in a day the demand for technical subjects stopped and that for fiction trebled. "Something light and foolish" was the constant demand. The tension had been loosened and the library was the first to feel it.

"It is just the reaction," we told ourselves. "The men will soon turn again to serious reading;" but the days passed and our books on art, history, travel and poetry stood unused upon our shelves, while the demand for worthless fiction continually increased. Moreover the quality of the reading was reflected in the faces of the men. They were unhappy, discontented and restless. The war was over and they wanted to go home. They could see no beauty in Paris and they

were losing the great historical significance of the place.

This was the library's opportunity, and it was quickly seized. Our staff was small; we were working nights, Sundays and holidays; but it was our privilege to have a big share in strengthening the morale of our soldiers. It would be months before our army could be sent across the ocean and it was for us to make the soldiers realize that this was not lost time but a glorious opportunity and a rare chance for preparation for the future. Gay, modern Paris had failed to satisfy them and it was our duty to interest them in its historical background and its architectural beauty; to send them home with a knowledge of the real spirit of France and to awaken a deeper interest in civic improvement as reflected in art and architecture of Paris.

It was not an easy problem to catch and hold the interest of these restless, homesick men, but we strained every effort tactfully to turn the current of public reading. We filled a table near the entrance with alluring books dealing with France—its history, travel and biography. We filled a bulletin board in the hall on which we posted notices of interesting lectures and the times of the opening of museums and art galleries. We distributed printed lists of interesting books on France, Paris and French art.

Gradually the morale stiffened. Soldiers who had walked through the streets of Paris with unseeing eyes awakened to the knowledge that there was something more than cafés and vaudeville. Books on France were swept from the shelves, over a hundred guides to Paris by Baedeker were in constant circulation and fifty copies of Victor Hugo's "Les Misérables" did not begin to fill the demand. Three hundred copies of French history were added to the collection and still the shelves were empty. The requests for books on art and architecture increased and the most encouraging part of the work was that the demand came from the masses.

"The simplest books you have on French architecture," demanded one man. "I'm a contractor; my buildings are strong but they are ugly. These Parisians have something that we haven't and I am going to find out what it is. When I go back to America, I want to put up good-looking buildings as well as strong ones."

Gradually the discontented faces grew less frequent; the restlessness was less apparent and it became evident that the time required for waiting for passage home was not to be lost.

Thus there have been three stages of reading in the headquarters library: First the technical, then the fiction and now we are passing through the educational.

In February the great influx of American students began at the Sorbonne. Two thousand were admitted to this university and during the first week practically all found their way to the headquarters library.

"I haven't seen an English book for a year," one soldier confessed. "So I think I'll have to begin on something light and take the heavy stuff when my mind becomes used to the strain."

While the Sorbonne students were requesting books on literature and art, there came an overwhelming demand for international law, economic geography and European history. Our shelves were stripped and every available copy brought in from the warehouse. Soldiers were waiting on the steps before the doors were opened in the morning and so absorbed were they in their work that they did not even move when the clock struck ten at night. Diplomatic examinations were being held in Paris and the headquarters library was doing its best to meet the unusual demand for material on international relations.

One of the best things done by the headquarters library is a phase of work it has done through other organizations. Thousands of soldiers are pouring into Paris for a few days' leave who know nothing about the city and have no time to visit the library. These soldiers are conducted about Paris by Red Cross and Y. M. C. A. guides but back of this work stands the American Library Association. There is scarcely an Army lecturer in Paris that has not obtained his material from the headquarters library and compiled his notes on the tables of its reference rooms. Day and night the rooms of the library are filled with these war workers and its shelves ransacked for material that can be put into a condensed form for soldiers staying in Paris for a limited time.

The reflection of our work has also been seen in the newspapers and magazines of America, for it is to the headquarters library that a large number of American writers in Paris have come for the historical background of their work.

Among the French librarians the headquarters library has stood for more than an Army organization. To them it has represented the library system of America. On Thanksgiving Day a meeting of

the French librarians was held at headquarters and since then many have returned to study the decimal classification and the system of cataloging, and to marvel at the free access to the shelves and the simple method of charging books.

The work is coming to an end. The soldiers are leaving France and when they are all out of Paris the work of the headquarters library will be finished. It has been unique in its service and, at times, unique in its methods. No fines have been asked for overdue books and no charge made for lost ones. The "honor system" has been used and it has worked well. Since the library opened last August its doors have never been closed for a whole day, except on that memorable first of May when all Paris was called to a halt and transportation ceased.

The American soldier considers the books lining the walls of the headquarters library as among his best friends in Paris and they have indeed proved to him an inspiration and help.

ELIZABETH GRAY POTTER.

THIRD ARMY HEADQUARTERS

The Army of Occupation moved to the Coblenz bridgehead in November and December, 1918. As originally constituted, the occupying force consisted of about Army about 125,000 men, and when move- 250,000 men. There are now in the Third ments now ordered are effected this number will be reduced to slightly over 100,000.

The area of Germany occupied by the Third Army is said to be one of the most densely populated sections of Europe. The rule against fraternizing has been observed rigidly; this is from the stand served rigidly; this is from the standof the occupation; it prevents all social contact and reduces intercourse to the strict requirements of business. Generally, for example, German hotels and restaurants are closed against the men, and, with few exceptions, all forms of amusement.

It will be apparent that the need and the opportunity for library service is unique. Here are detachments of Americans isolated in small villages, cut off from normal association with people, very light duties and many hours of leisure every day and very little to employ that leisure. They are thrown entirely upon their own resources for recreation, or upon those of such organizations as ours. None of us has ever seen anything like the clamor for reading and study that has been about us here. Men who have never read before have literally begged for books.

For the distribution of books we have coöperated with all the accredited welfare organizations, as well as with the army units themselves. Considerably more than half of our books have been distributed through the Y. M. C. A., K. C., and the Red Cross. The advantage of distributions through these agencies, particularly in the earlier days of the work, was that they afforded a personnel, largely women, who could be depended upon to be interested in book distribution, particularly of books of a recreational type. As a rule, however, there was the disadvantage that the libraries were located in canteens or huts where it was exceedingly difficult to safeguard the books, so that large percentages have been lost.

In our experience, the best library service is secured in those cases where military units ask directly for it. An appropriate room is almost invariably provided and competent men are detailed to administer the library. We have found service in such cases very satisfactory indeed; there is apt to be a large circulation, and the matter of returning books is largely a matter of military discipline.

Book distribution has been terribly hampered by the constant movement of troops. Not only have the divisions largely changed locations, but units within divisions are constantly shifting. It has been very hard in such cases to fix responsibility. One important town, which accommodates a regiment of troops, has had within the last three months no less than four different outfits. As these moved out some took their books with them; some left them, but before we had received notice of a change, the books were snapped up by another organization. We have outfitted this town three times, and at the present moment it is without a library.

It was felt from the first that there should be maintained at certain points libraries of sufficient size and diversity to accommodate men of widely varied tastes and education. This is hardly possible when the number of books is limited to a few cases sent to smaller units of soldiers, or to a hut or canteen.

The Coblenz library was the first important enterprise undertaken by the A. L. A. in the Third Army. It is located in the municipal festhalle, which was requisitioned by the Y. M. C. A. for the benefit of the whole Third Army, but especially the leave men. The library is

located in a large and attractive room on the main floor occupying one whole wing of the large building. It was redecorated for us, and good shelving was installed to accommodate about 6,000 volumes. It has been a great success from the beginning; the circulation has frequently run to 400 a day, and there are usually about 4,000 books in circulation. Since the beginning, between 8,000 and 10,000 volumes have been placed on the shelves. Much attention has been given to supplying the men with reference material, and we have coöperated with and supplemented the work of the several army schools operating in the area; but the chief value of the library has been as a circulation center.

Later, libraries were operated at Treves, Neuenahr, Neuwied, Andernach and Montabaur.

Early in March we opened at Coblenz a mail order section which follows closely the lines laid out by that at the Paris headquarters. No part of our work has been more successful than this. It has been of especial value in supplementing the scanty supply of books in the outlying field, and until the recent large withdrawals of troops was growing rapidly. Recently the work of this department has been greatly increased by supplying books requested by men in conferences with the lecturers of the Army Educational Corps.

We have been fortunate in maintaining the closest and most harmonious relations with the educational corps, both before it was incorporated into the army and since. In placing the educational reference libraries we have deferred to the wishes of the educational director; in consequence we have articulated perfectly with the educational scheme.

With the approval of the welfare officer for the Third Army we undertook the organization under military control of library systems in the several divisions. If, in the judgment of the division welfare officer, the service could best be rendered by one of the welfare organizations, that organization was to be recognized as the official library for that unit.

We have begun the distribution of magazines in accordance with the newly assumed duty of the A. L. A. In the present state of uncertainty, magazine service is on the whole the most effective service we are able to render and it is highly important that it be kept to a high standard of efficiency.

It has been a large responsibility to administer the library work in the Army of Occupation, but also an opportunity that any man would cherish.

EDWARD E. RUBY.

BREST

The "standing room only" sign is up tonight at Pontanezen Library, 3 miles out of Brest. Two hundred and three men, including about a dozen officers and four chaplains, are in the building at 8 P. M. Quiet reigns except for the shuffling of feet of those in transit. A pin dropping upon the rough floor would easily be heard. The fireplace has its triple row of chairs in addition to the settles, and each of the four stoves has its circle of friends. The men smoke, as do the stoves, and they wear their overseas caps, for the buildings here are drafty. The building is typical of libraries constructed in the camps in the States, except its walls and roofs are of corrugated iron, its windows of oiled cloth, its window frames and beams of unfinished lumber, its chairs made to order, its floors not fit for dancing as the cracks are many and wide and the boards of varying thicknesses, and its electric lighting poor, though said to be the best lighted place in camp. Some of the filing trays are made out of tin taken from the inside of tobacco cases, while the settles and the charging desk are constructed from the wood of the longer boxes of the A. L. A., those coming from Newport News. For a carpet within the desk there are two double blankets which are already showing the wear from constant use. The map of the battle front attracts men as molasses does flies and at times their arguments wax too warm, while many are grouped around a chart showing the colored symbols of the A. E. F.

The library has been in operation now a little over a month. Men were ready to enter before the carpenters were out, and there has been little or no need to advertise its existence. The use, except at meal hours, is a thriller to those not accustomed to crowds at home. The circulation in April, its first full month, totaled 19,189 volumes. When one appreciates that an inexperienced detail of seven men must handle the most of the routine work, one realizes that the system within must be simple, and it is.

The many camps around Brest have their libraries also, some in the Y. M. C. A. buildings, others in Red Cross huts, while in a number of cases the commanding officers give space and detail men to have charge.

At times transport librarians drop in, while otners reach these shores and depart without our knowledge. Brest is a most interesting place, especially so from the many regiments which depart from the camp here. Many ships are in its

magnificent harbor at all times. There are war vessels from many countries, transports in the stream unloading U. S. troops from a lighter, German boats converted for the transport service, fishing smacks the masters of which are most picturesque. All these and the natural beauty of this quaint walled city give zest to the service. HAROLD DOUGHERTY.

GIÈVRES

Gièvres is known to the A. E. F. as the G. I. S. D. of the S. O. S. Written out in full this spells "Warehouses," and indicates army supplies of all kinds in enormous quantities, handled by twenty thousand men in a camp large enough to include a hundred and fifty miles of American railway. To the A. L. A. also Gièvres meant a warehouse, but its early history as a distributing point belongs to the chronicles of the A. L. A. Headquarters. When my connection with it began late in February nearly all the books were out of the warehouse and some twenty thousand had been distributed through the area in the Y's, barracks, chaplains' reading-rooms and hospitals.

The particular need for more library service was due to the opening of the Army post schools. In answer to an urgent appeal from the post school officers at Gièvres and Pruniers fourteen sets of educational books and a librarian were delivered hastily in Gièvres. It was decided to establish a central library for the whole area, including the air service with its ten thousand additional men at Pruniers. The Army provided a building of the hospital barracks type, with living quarters in one end for the librarian and an assistant. While this building was being put up a sort of traveling service was maintained, the traveling being done by the books and the librarian in any sort of conveyance available at the moment, and headquarters were wherever books could be sorted or mail delivered.

The camp covered so large an area that no one building could ever serve the whole project, so the plan of sending out small sets of books was continued. Some went to companies doing guard duty or out in road gangs and remote from any kind of recreation, and others to places thad had books but wished a new supply.

This camp is really a great business proposition and the men work in offices and warehouses all day and use the library much as they would at home, in the evening and Saturday afternoon and Sunday. It is not at all like the situation in casual camps where the men have nothing more than a little drilling to take up their time. It is an advantage in giving us a more permanent set of readers but they are naturally fewer in numbers, and have much less time and inclination for reading or study. The greatest interest has been shown in reading that has some immediate bearing on business life. With the baseball season already open and so many rumors afloat about a speedy breaking up, very few can settle down to any line of cultural reading. Many boys have been in this one spot for twelve or fifteen months and as they take out one light story after another, they say quite frankly that all they want is something to help pass the time away.

LOUISE PROUTY.

ST. AIGNAN

At St. Aignan there is a constant changing of men, who may be here for a few days only, or held for several weeks. The district covers an area twenty or twenty-five miles square, with as many different groups or smaller camps as there are branches in the service. Sometimes there have been 80,000 men in the district, and at times 20,000.

At first transportation was the most serious handicap, not only in getting books to the camp but also in getting them distributed throughout the district. There are no trolley lines and a motor was almost impossible to get. After the signing of the armistice this was gradually changed and by the middle of March the Army could give all the transportation needed. The second handicap was the fact that men were casuals with none of the control and esprit de corps which goes with regular units. This was felt especially in the difficulty in getting the books returned—there was no officer who knew his men or had influence with them to help us out.

No camp needed library service more than St. Aignan. The very fact that the men were casuals and away from their units tended to make them discontented. The camp was horribly overcrowded with tired, uncomfortable, distressed men who had nothing to do but wait what seemed to them an interminable time for their start home. It was cold, wet, muddy, no heat in barracks and tents, little light at night. So the A. L. A. came into camp at a psychological moment, considering both the needs of the men and the help the Army could give, when Orlando C. Davis. the A. L. A. representative, arrived on January 10. He found the educational director of the Y. M. C. A. had already

placed some 14,900 volumes in forty-one places in the district. Some of these libraries had practically disappeared; all were much depleted. Mr. Davis got the Army to give and build a barrack building for a central library in the classification camp, the largest one in the district.

The building became so overcrowded the Army gave us a second barrack building within a month of the completion of the first, and this in spite of the fact that there were very heavy building demands made just at that time. This second building was joined to the first in such a way as to give us a room 40x100 feet. Within a week there was no seating space. At first an attempt was made to count the number of men using the library, but it was given up as hopeless. However on one especially busy day the men in the building were counted. There were 324 at the morning counting, 517 in the afternoon and 446 in the evening, making a total of 1,305 men in the building in one day as the minimum. There were not many days quite so busy but it was an ordinary occurrence to have every seat taken and for the men to stand and read.

There is absolutely no way of estimating the number of books read in the room, or the real circulation. Such is the effect of example, that even books seemed to go A. W. O. L., for clean-up days in the barracks brought many in with cards in them. Also many impromptu barracks libraries seem to have sprung up as the file of overdues grew at the desk. One report came in of nine books under one bed tick. But from the opening of the library on February 10 until April 30, the total recorded circulation was 25,821, of which 6,189 were classed books, and we had very few classed books worth anything until the educational sets came about the middle of March.

The demand for magazines was the hardest to meet. The Red Cross and the Y. M. C. A. both came to our rescue by giving us a number. At first we tried to keep them in the room but soon gave it up in disgust for they just melted away; so we substituted the plan of nailing down to the table one copy of each magazine and allowing the rest to circulate. The Red Cross also made the library a distributing station for the Paris edition of the New York *Herald*, Chicago *Tribune* and *Daily Mail*.

By April 1 our book supply—largely brought down from Paris by Army trucks —was adequate, and by May first eight sets of the educational books were in use in four places in the camp. Because of the nature of the camp almost no post schools could be started excepting for illiterates. So the library has tried to fill the gap by giving the men a chance to read and study for themselves. The experience of one man may be interesting, especially as it shows the effort the men made to get back into harness again. He was delighted when he discovered law books and started to read. The third day he brought his book back discouraged, saying he simply could not keep his mind on it, so he stopped reading in "gobs," but took a hike first then read an hour, gradually increasing the time, until he could read a half day with ease.

To secure the return of the books has been a hard problem. The books seldom got out of the camp, as the Army saw that none went out as baggage; but with no reader's card there is no check on the reader, and a popular book goes around the barracks usually before it is returned. By that time there is no one responsible for its return and there it lies. Again the fact that we were casuals had to be considered. The books already placed in the camp had just disappeared in several places, and all libraries were having trouble. So it was decided not only to ask help of the Army but to appeal to the men individually. This was done by posters, by short talks at various recreational centers before large crowds and by appeals to the men themselves at the desk. A book slot was cut near the entrance, this making the return easy at any time of the day or night, and also often gave an excuse for making this appeal. In this way we gained the coöperation of many, who would voluntarily gather up the books lying around a barrack and bring them in. Also about once a month the Army would gather in all books.

The work of the central library was only a part of the service given. Books have been placed in Y. M. C. A., K. of C., prison and medical labor camps or any isolated companies or smaller groups. These groups have changed so constantly it is impossible to give the number served or what the circulation of these books has been. But a real traveling library system has been carried out. At first the old question of transportation made the work very difficult, but early in March the Army was able to give a Ford or truck as was needed, and at least two days per week was given to visiting these stations, taking out new books, collecting the used ones and delivering the books specially requested.

Another interesting and successful experiment was the placing of one of the Y Hut libraries and reading rooms in a

tent, thus separating it from the noise and confusion of the recreational center. The tent had windows which could be opened, double walls, a floor and was lighted by electricity. A well organized library of some 2,000 volumes and plenty of magazines, with reading tables, was opened on April 1. The room was a haven of quiet and peace, made most attractive with flowers and decorations that could be used in a tent.

The human side has been as interesting as the book side of the work, if there were only time to tell of it. But the A. L. A. may feel sure they have had the heartiest, fullest backing from the Army at this camp. Everything has been done to help on the work that it was possible to do, and the appreciation by the Army of the A. L. A. work is most encouraging. Also the hearty, helpful backing of the Y. M. C. A. has smoothed many hard places for the librarians, and contributed much to the success.

ANNA MACDONALD.

SAVENAY

Savenay is a quaint little village in Brittany—a village so small and unimportant that most people in France do not know that it exists. But there are thousands of returned soldiers in America today who can testify that there is such a town and that there is a big American hospital center there.

Just outside of the village is a large normal school built of stone and quite pretentious in its way. Before the coming of the Americans, all else was open country. The school was taken over by the medical department and turned into a hospital, which in the course of time became the central hospital of a group of eight scattered over the surrounding area. At present (May 1) there are in the entire center about 6,000 patients, 430 officers, 460 nurses and 3,250 enlisted personnel. Besides these there are perhaps 125 civilian employees.

Most of the patients are brief visitors, discharged from other hospitals and on their way to the port of embarkation. And the vast majority of them are well men whose one hope and ambition in life is to be called on the next convoy going to Brest or Saint Nazaire.

Up to the 1st of April all the books in the center were fiction, but with the opening of the educational department for the men of the medical detachment, a set of educational books was sent. Obviously the thing to do was to find a house for them. Upon investigation, an empty ward which was being kept for a gymnasium was found; its location made it accessible to all hospitals. Upon request it was given to the American Library Association and upon further request it was furnished with tables, benches, shelves and a magazine rack by the engineers. As a very special concession it was all stained brown; and when some wicker chairs and yellow curtains and lamp shades were added, it was proclaimed by all, from the recreational colonel to the bucks en masse, to be the most attractive place in the center. Over here one misses the beautiful Red Cross houses and the attractive buildings of the other organizations. Everything is very rude and crude and in consequence any little attempt at decoration is quickly noticed and thoroughly appreciated.

The men are simply ravenous for books, the sick as well as the well ones. If the shelves were filled up every morning, each night would find them empty. The litter cases in the wards are visited in turn each day and an armful of books disappears almost as soon as it enters. When a sick man knows that he can get something besides fiction, his delight knows no bounds. It's the same old story of the camp hospitals in the States only more so, for when it's a question of getting something for a man who has lost an arm or a leg or an eye one would move heaven and earth to do it.

The officers have been as enthusiastic as the enlisted men about the kind of books they are getting. "After having been thoroughly fed up on sweets, it's good to be able to get this good bread and butter," one of them remarked. The nurses, too, drop in to read and take books but not as much as the officers.

Though these books are playing such a great part in the lives of these men in hospital, we must be glad that the days of the A. L. A. at Savenay are numbered. The center is to be evacuated by the middle of July and most of its patients will be where they long to be—safe once more on American soil.

ANNE M. MULHERON.

THE BEAUNE UNIVERSITY A. L. A. LIBRARY

From the hour that the library opened a rush started. Instructors who were without books of any sort were looking for the A. L. A. representative for help in preparing the first lectures. Students wanted books, books, books, either to get

an advance start in their studies or for general reading. So the first ten thousand books were rushed through the mill on a day and night shift, with the least possible delay, and put in circulation. The stream of readers became unbelievably great and greater. The reading room had a normal seating capacity of four hundred; but with the moving in of extra chairs this was increased to seven hundred, and then men packed in till there was not even standing room. In fact, it was utterly impossible to get to the shelves any time during the day or until the closing hour at ten o'clock.

From the first, two great problems presented themselves, books and room. The first was disposed of by the receipt of twenty sets of such educational titles as had arrived from the States, supplemented by several thousand miscellaneous books supplied from Paris stock, and by purchase in London. Mr. Kerr's trip to London resulted in the very prompt delivery of many books of the greatest possible value, and they were received at a time when most needed. The question of room was settled splendidly by the addition of two buildings to the main library.

There was a general demand, of course, for "departmental libraries." I am sure that at one time we had no less than twenty-five such requests. Since, however, most buildings were poorly lighted and heated, since they leaked, and office space was limited, and the library was almost unique in having both heat and light until late at night, most instructors were sufficiently reconciled to having books specially needed set aside in an "instructors' alcove." After the first week or two, with the immense popularity of the library in evidence, we asked if it would not be more advisable to provide special alcoves and reserves for the different colleges than to undertake to provide buildings, books and supervisors in several parts of the camp. The generous and quick response of the president in having erected quickly buildings which seated 1,500 readers brought about a happy solution, for it was soon evident that service could be given at these large buildings centrally located and under one administration.

Of the 30,000 volumes in the library, 2,600 are fiction; this number is adequate. The value of the collection lies in its splendid selection and in the fact that all the books are new and of the latest revisions. Readers generally, and especially army men, have been unsparing in their praise of the type of books unexpectedly found here.

I regard the extent and character of the reading done here as the happiest incident of my rather varied experiences in War Work. If it were not for actual records and observations it would be difficult for me to conceive of the amount of reading done.

There are, I suppose, about ten thousand men in this camp, possibly twelve thousand. At one time between nine and ten thousand books were in circulation, or approximately a book per man. At the very same time we were seating nine hundred readers in the library nearly every hour of the day, from 8 o'clock in the morning until 9:30 in the evening, mess hours alone excepted. At the present time we are seating from fourteen to fifteen hundred at a time. It is my observation that books drawn from the library are not ordinarily read in the library, except for the very frequent starting to read a book which is later taken out. Reading in the library is mainly of books men pick out while browsing about, and of course, in the two special reserve rooms. But to get a proper idea of the extent of reading, one must realize that practically every man has a book in his billet and that the majority of men in the camp read other books in the library every day.

Fiction is, very strange to say, the "slowest" book we have, and that in spite of the fact that it is all absolutely new, that it is a combination of the popular and standard titles such as have been popular in camps. It is popular, and has what would normally be regarded as an excellent circulation, but it falls down as compared with classed books. It ranks in circulation just about one to six.

Now, in my judgment, there are important reasons for this latter condition, and the main one is that the library is well stocked with brand new books of the type that men like, on open shelves where readers can handle them. I am not making an argument for open shelves—that matter is admittedly one of administration. The appeal of shelves of new books is very strong to men who have been roughing it for one or two years; these new books include practically every subject men might be interested in—all the businesses, professions, vocations, sports, history, politics, travel, fine literature, etc. Books on France were consistently popular; but drama, poetry, essays, with a surprisingly large call for appreciations of art and literature are well in the foreground. We must consider too the type of men here; there are eight or nine hundred officers, of course, men of education; and the average enlisted man here I sup-

pose has had some little college education, but if he has not, he is ambitious and a man of ideals. But this, which is the last observation, may be as accurate as the first, and it is based on personal contact with men at the desk, at mess, on the street, and in a thousand and one other places. When men arrived at the University, they felt they were getting back more nearly to old peace time conditions; military restrictions were far less than at any time in a year or so, and they had a certain mental "spring" which accompanies a feeling of freedom. Very many men have talked of wanting to "read up" on the most general subjects, and time without number grab books which we commonly associate with "highbrows." But one after another, too, they wanted, along with these, books on business theory and practice in order "to save time." I have been particularly struck with their responsiveness to what they read.

It is very difficult for me to give you a fitting appreciation of the courtesies extended by the military authorities. I can think of nothing that staff officers might have done for the library or librarians that has not been done; on the contrary, they have anticipated our needs in many instances. They have been so generous in the little acts of assistance and courtesy which so frequently are forgotten in civil life, that we are embarrassed by our inability to reciprocate.

L. L. Dickerson.

AMERICAN PEACE COMMISSION LIBRARY

In order to understand the work that the American Library Association War Service has done for the American Commission to Negotiate Peace, it is necessary to sketch the library activities of the American Peace Commission. The Research section of the Peace Commission existed under the name of the "Inquiry" for over a year before the Peace Commission proper was organized. As the aim of the Research section was to make an exhaustive study of all "problem areas" in connection with the war from a geographic, historic, ethnographic, economic and political point of view, it was necessary that the research workers have access to a large number of books. As it was impossible to actually assemble in one place all books necessary for this work, the library was made up of a small working collection, and the workers depended on the various big libraries for their research material. A selected bibliography was made on all subjects of research and the location of the books in different libraries was indicated. These books were borrowed when needed and later this list was used as a basis for selection. When the Peace Commission was organized these books were borrowed from various libraries to form the library to be used in Paris.

Most of the recent books and many of the older books published in European countries were not accessible in the United States, and it was the work of the book order department of the American Commission to Negotiate Peace, as organized by the American Library Association in Paris, to round out this collection on "International relations" from the book market of Europe.

It was agreed between the Library of Congress, the A. L. A. and the Peace Commission that:

1. The Library of Congress should buy through the American Library Association in Paris all books needed by the Peace Commission. These books to be considered as a loan from the Library of Congress.

2. To send over for this work one person who was familiar with the procedure of the Peace Commission (the State Department had ruled that no woman should be on the staff of the Peace Commission, therefore, when the "Inquiry" was merged with the State Department the library staff, composed entirely of women, did not go with the library).

3. To locate in European libraries books not on the market.

The American Peace Commission asked that the A. L. A. take complete charge of their book order and accessions department, the work of the department falling into the following groups: Book ordering and accessioning, book selection, and locating books in libraries.

THE EDUCATIONAL DEPARTMENT

The work of the educational department has included various divisions, which are represented seriatim:

Educational libraries.—Usually an "A. L. A. educational library" was the nucleus for the work of a post or division school. Many of these schools did not begin their work until the arrival of the A. L. A. books enabled the instructors to make lesson outlines, the supply of army textbooks being very tardy and incomplete. Three hundred and forty-one sets, each of about 400 volumes of educational books, have been placed in approximately 200 points.

The selection of titles in the educational

libraries has elicited many expressions of praise from army men and officers and instructors. The most apparent oversights or underestimates of material needed were in the fields of public health, applied biology (including medicine), law, drama, philosophy and ethics, and some of the trades. Most of these were remedied by special purchases.

The distribution of the educational libraries would have been hastened and the field more completely covered by assembling them in New York. Moreover, it is now the opinion of this department that no orders should have been allowed to be placed in England, except for instant delivery, as the delays in reprinting and binding have resulted in delivery of many titles too late for use. Further, the result would have been more satisfactory if there had been no "limited" titles; uniform sets of perhaps 500 volumes would have answered the requirements. A few special titles could have been supplied to the A. L. A. central libraries. These opinions are set down in no sense as criticism or as apology; only as a guide to possible future efforts of this sort.

The educational libraries were used rather generally as circulating sets, but sometimes as reference collections. The more satisfactory plan seems to have been a combination of reference and circulation, books in use for special class work being reserved, the others circulating. Some of the divisional school officers, and occasionally our own representatives, split up the sets according to varying interests of post schools and billeting centers. There is general testimony that the presence of the educational libraries, in whole or in part, had an appreciable educational and cultural effect, independent of any instruction. In fact, at Le Mans the interest aroused by the educational sets is said to have impelled the enrollment of many men in the educational classes.

Special educational collections. — Such collections to the number of 265 were assembled and dispatched each to fill specific needs. Many of these were made up to meet the pressing textbook needs of school officers and instructors.

The A. E. F. University library.—This library at Beaune is a distinct achievement for the A. L. A. War Service and the staff at Beaune. The educational department coöperated only to the extent of selecting and purchasing in the London book market some five thousand volumes, plus confident backing of the recommendations of the staff.

It seems appropriate in this report to remark that it is shown to be possible to conserve the study and cultural and recreational interests of students and at the same time to coöperate satisfactorily with the specialized departmental and research demands of the teaching personnel. Departmental decentralization of the library was avoided at Beaune by providing adequate service at the main library; while the book selection, administrative methods, and the general live atmosphere of this main library rounded out its effectiveness.

The A. E. F. school detachments.—Fourteen French and British universities were furnished the regular educational libraries, supplemented by special collections of medical and law books.

The architectural library for the A. E. F. art instruction center at Bellevue, near Paris.—This project was taken over by the Library War Service after the selection of material had been nearly completed by the Army Education Commission of the Y. M. C. A., the order being assumed by the A. L. A. and general material being added. This collection of valuable architectural plates has served about 200 men, administered by an officer detailed as librarian.

Coöperation with the hospital section of the Army Education Commission, fine arts department.—This has involved the furnishing of 401 volumes on art and handiwork subjects, suitable for use by convalescent hospital patients in reading or art work. This work has been carried on with great effectiveness in thirteen hospitals by the staff of the fine arts department. The chief of the hospital section has expressed his appreciation of the prompt and effective A. L. A. service, without red tape and exceeding his expectations in range and value of material furnished.

Coöperation with the A. E. F. debating league.—This league was organized by the lecture department of the Y. M. C. A. The representatives of the A. E. F. school detachments in some eight of the French universities conducted a series of debates. Material was dispatched to each team.

Order department.—The selection, ordering, and distribution of additional book material for the mail department and the central libraries, the receiving and checking and distribution of new material received by post from United States and England, and the attempt to find quickly hundreds of special items needed for the demands of the A. E. F., has required a good portion of the time of this department.

This department ventures to record its high appreciation of the prompt and accurate service of the order department at Washington, of the American dispatch of-

fices, and particularly of the untiring and painstaking efficiency of the Paris warehouse department.

The work has furnished frequent occasions for advice to soldiers, officers, welfare workers, civilians, and other organizations regarding the purchase of books and maps and the use of libraries at home. This department has a distinct conviction that in the future much more than in the past the average man will call upon organized libraries for book advice and book service, and that the scholar and regular reader will more than ever recognize the practical efficiency of libraries.

REPORTS OF COMMITTEES*

REPORT OF COMMITTEE OF FIVE ON LIBRARY SERVICE

The first thing to do when one is about to undertake anything, is to ascertain as many as possible of the facts bearing on the undertaking. This would seem axiomatic; yet it is remarkable how little attention has been paid to it until very recently. We may recall the classic story of the Royal Society and King Charles II, who is said to have propounded the question: "Why is it, when a fish is placed in a pail of water, that the weight is not increased?" Various learned replies were given, until one academician, more curious than the rest, tried the experiment and found that the weight was increased by the exact weight of the fish. Anyone who should nowadays prepare to grapple with any scientific, industrial or military problem without being certain of his facts, would be condemned at the outset.

Yet librarians have not at their disposal complete facts regarding their own work, its methods, its administration and its results. We have a great body of statistics, yet despite our A. L. A. rules they are not yet accurately comparable, nor are they always selected intelligently and with some definite purpose in view; and the great body of data relating to our work is not capable of being thrown into statistical form. Anyone therefore who now talks about library work as a nation-wide, inter-connected body of effort, who tries to evaluate it and to make recommendations for its extension and improvement, is doing so without knowing his facts, for they have not been completely ascertained, classified, and arranged.

It is this fundamental work, as your committee understands it, that it has been constituted to do. The present is a particularly good time to do it. American libraries have united during the war as never before in doing something worth while. Over and above the products and results of this united effort, of which we are properly proud, are the outstanding facts of the union and of the effort themselves; of the spirit that gave rise to them and that, in turn, they have fostered; of the peculiar abilities, methods and ways of regarding things that have inevitably attached themselves to the work and to those who have been doing it, whether individuals or organizations. The material results of the work may vanish with the demobilization, but these other things will not, if we have the desire to keep them alive.

The general feeling that there is to be a new order of things as the result of the war seems based largely on a vague idea that no great cataclysm can fail to leave its impress on the world. The form that such impress may take, however, is doubtless dependent upon our own reaction to the forces that have been let loose and to the movements set up by them. The American public library will be a new and a more vital thing only if we are prepared to make it so. There is a to-and-fro swing all about us; if we can only run in and push when the oscillation is with us, we may do wonders; delay may mean that the movement may return upon us and overthrow us.

This preliminary report must necessarily be confined to a statement of organization and the general layout of the work.

In reporting on this we have proceeded

*For other committee reports see *Bulletin*, May, 1919.

on the assumption that the survey must be made by volunteers. It cannot, however, be so made and yet be as complete and adequate as we should like it to be. The number of volunteer workers must be large, for an active librarian can give more than a small fraction of his time to such a task. This being the case, the labor of coördinating and assimilating the mass of material thus gathered by different workers will also be larger than a volunteer office staff should undertake. We estimate the cost of a paid staff, with its expenses of travel, clerical assistance and final publication to be in the neighborhood of $88,000.

For the moment, however, we have divided the field to be surveyed into four general parts and have assigned one to each of four of our members, the chairman being given the work of general superintendence and coördination.

The first division, to be undertaken by Prof. A. S. Root, concerns the acquisition of books and everything done to them or about them previous to their actual use. The second, in charge of Miss Linda A. Eastman, has to do with the use and distribution of books. The third, assigned tc Mr. Carl H. Milam, will have to do with all public relations of the library other than the direct use of books, and the fourth and last, under Dr. C. C. Williamson, will deal with the library staff.

It will be observed that of the various bases of classification that might have been chosen, book service has been selected as most appropriate. We might, for instance, have made the division in accordance with the character of the institution operating the library and the status of its users, as has been done by the committee on salaries. The basis of division, however, is relatively unimportant, so long as the whole field is included and its parts are not too unequal.

Taking up the selected parts a little more in detail, it may be noted that the first section will include not only the selection and purchase of books, but their storage and care, including the construction and equipment of library buildings, bookbinding and repair, cataloging and classification.

The second division, relating to the distribution and use of books, will include, of course, their circulation, their use in buildings for reference or other purposes, special and departmental libraries and collections, branches and stations, county, township and traveling libraries, work with children, schools, institutions and the foreign born.

The analysis of this division has been carried somewhat further than that of the others and it may give some idea of its extent to say that the circulation of books for home use alone has already been subdivided into five headings with twenty-two subheadings, reference work into six headings with twenty-five subheadings, work with children into twenty-one headings with fifty subheads, and other subdivisions in proportion.

The third division, embracing activities unconnected directly with books, will embrace the relations of libraries with the Federal Government; the work of state associations, local clubs and library commissions; legislation, finances and board organization; publications, social work, meetings, lectures, classes, Americanization work and publicity, together with such museum work as libraries may properly engage in.

The fourth division, embracing the formation, training, control and welfare of the library staff, will include education and training; employment problems, such as selection, civil service control, efficiency ratings, promotion and discipline; salaries, grades and certification; welfare problems, working conditions, hours, vacations, pensions, staff associations and unions; and problems of status, especially those affecting the academic rank of librarians in educational institutions and the rating of the library as compared with other departments of a school or college.

It is probable that the total of subheads to be considered in the survey will be numbered by hundreds, and each must be

considered carefully by a librarian who has expert knowledge of the subject matter.

One of the first considerations to be taken up by the committee is that of duplication in this work, not only among the subdivisions but among the workers assigned to these. It is possible that some duplication in the latter regard may be allowable, but in general it is intended by the committee that each person shall have one and only one subject to investigate.

Duplication and omission are the two faults likely to mar any encyclopedic work like that of a survey. Both may be avoided by preliminary planning, such as that on which the committee is now engaged. Duplication may be ascertained by the comparison and checking of lists, which is now in progress. The avoidance of omission is a much more difficult matter. We have endeavored so to divide the field of survey that no part of it shall remain outside the boundaries of some one of the divisions. This does not insure, however, the inclusion of some definite topic that may have escaped notice.

The committee will be grateful therefore if anyone who thinks of a minor topic as likely to be overlooked will send in a memorandum to that effect. If the topic has already been noted, no harm will be done, while if not, a great service will have been rendered to the completeness of the survey.

The method of collecting and assembling data has not yet been completely worked out. It is probable, however, that preliminary information will be obtained by questionnaire, supplemented later by personal query and investigation. Those who fear a shower of questionnaires from a cloud of subcommittees, however, may be reassured. It is the intention of the committee to send out but one, although that will necessarily be comprehensive.

Your committee is mindful of the fact that the work that it is called upon to do is not an end in itself. It is an indispensable preliminary, but even if we are able to carry it out in the most complete fashion desirable, it must remain a preliminary. It must inevitably lead to a realization that we are spending time and labor on some things that are out of date or not worth while, while we are neglecting vast fields that should be cultivated. The war work of our Association has quickened our intelligence in both regards, and it should not be our fault if we do not see our way both to a sloughing off of the outworn and unnecessary and an assumption of new tasks made easier and more comprehensive by the invention and adoption of new and improved library machinery and methods.

Respectfully submitted,

Arthur E. Bostwick, Chairman,
Linda A. Eastman,
Carl H. Milam,
A. S. Root,
C. C. Williamson.

REPORT OF COMMITTEE ON CIVIL SERVICE RELATIONS*

In the short time available it has not been possible to get together sufficient data to make a detailed report at this Conference.

A preliminary examination develops the urgent necessity for a broad study of the entire question covering national, state and local civil service, as applied to library administration. The study should be made in coöperation with the Civil Service Reform League, the National Assembly of Civil Service Examiners, and any other organizations directly interested in the subject.

The extreme urgency of the question resulted in more attention being given to national civil service, and the following recommendations are made:

First: That the eligibles who have passed library examinations be certified in accordance with their rating, without regard to the geographical distribution of

*This report, prepared for the Asbury Park Conference, was received too late for presentation there. It is printed here as information to the members of the Association, although no action has been taken upon it.—Editor.

appointments, at least as far as those who stand highest are concerned.

Second: That the law making it necessary for an applicant to take an examination in the state where he is a legal resident and where he has been actually domiciled for at least one year previous to the examination, be repealed.

Third: That the rating on education and experience be done by or with the advice of a librarian familiar with libraries in general as well as library schools.

Fourth: That examinations for different grades of work be given and that examinations for the higher grades of work be similar in character to those given for scientific and technical workers and investigators.

It is scarcely necessary to present arguments for the recommendation that the eligibles who have passed library examinations should be certified in the order of their rating, at least as far as the higher positions are concerned. The reasons for this are obvious. The present requirement which makes it necessary to certify those from the states having the lowest percentage of appointments is destructive of the best interests of the Government service and results in the frequent appointment of poorly qualified assistants and inability to get the best assistants. On account of the comparatively limited number of library appointments and the limited number of persons who are qualified for this line of work, it would seem reasonable to ask, in the interest of good administration, that library positions be exempt from this requirement. I regret that I do not feel able to make suggestions as to the best ways of bringing pressure to bear on having this requirement amended.

The law making it necessary for an applicant to take an examination in the state where he is a legal resident and where he has been actually domiciled for at least one year previous to the examination has been a most serious handicap in getting library assistants. It cuts out many library school students from taking the examinations while they are at the schools, as many of them are not residents of the state in which the particular library school they are attending is located. It has also prevented assistants in the Library of Congress from taking the examinations for other Government library positions, which is most unfortunate, since experience in the Library of Congress is particularly desirable for work in other Government libraries. This law was repealed for the duration of the war and should be repealed indefinitely.

A further recommendation is that a study be made of the relations between the apprentice class and the civil service administration in libraries which are under civil service commissions.

It will take some time to make a thorough examination of the subject, beginning with a questionnaire in which are developed the varying conditions and extent to which civil service rules are applied to administration. The experience of librarians working under such systems should be brought out in detail, both as regards salary and the efficiency of the service. To this end a printing and postage allowance by the Executive Board is recommended.

Respectfully,
PURD B. WRIGHT,
For the Committee.

REPORT OF COMMITTEE ON DETERIORATION OF NEWSPRINT PAPER

Your Committee on the Deterioration of Newsprint Paper, in submitting the following report upon newspaper preservation, has nothing of real importance to state. The influence of the war still prevents any extensive experimenting, and unless an appropriation for extensive experiments covering numerous materials and an extended period can be provided, little progress can be expected. So far as we know the only experiments that have been conducted during the past year are those in the New York Public Library, in which institution a sample volume of the *World* newspaper has been treated with gummite made by Mr. H. Klotz, and another is in process of treatment with

Barco book varnish. Present prices of the latter substance are prohibitive for extended use. If the price of linseed oil and similar products ever returns to prewar levels, it may be said of the Barco book varnish that it offers interesting possibilities.

Mr. E. D. Greenman of Arthur D. Little, Inc., of Cambridge, has suggested the use of cellulose acetate, and has secured a thin film of this substance which is certainly transparent, tough, and flexible, and contains promising possibilities. Its use, however, has not passed beyond the experimental stage.

H. M. Lydenberg,
Chairman.

REPORT OF COMMITTEE ON IMPORTATIONS

At last year's conference, the Committee on Importations recorded the history of the first orders made under the Enemy Trading License granted the Association by the War Trade Board—reporting shipments as on the water. Since then consignments have arrived steadily, at intervals of about three weeks, from both our agents, Martinus Nijhoff and Librairie Scientifique Kündig.

Not one untoward incident has marred our relations with the Government, as seen from the following unsolicited letter from Mr. Harry P. Fairbanks, assistant director, Bureau of Enemy Trade, War Trade Board, under date of April 12, 1919, "which I fully endorse," writes the chairman of the Censorship Board:

"We are very glad to be able to record our satisfaction of the manner in which our Enemy Trading License 1727 to the American Library Association has been handled by you. We have felt great confidence in being able to refer to you requests for relief from various libraries and public institutions and we believe by your careful supervision the interests of both the Censorship Board and the War Trade Board have been protected, and the requirements of the libraries and public institutions reasonably satisfied.

"In connection with your trip abroad, we are inclined to think that the public interests demand a liberal interpretation of the terms of our license, and as far as a consistent examination of any material now impounded may satisfy you, the shipments should be allowed to go forward liberally. We beg to express our confidence in your judgment in any shipments to which you may give your approval."

In that same Saratoga Springs report, the committee announced also the enlarged privileges accorded institutions by the Government as a result of the secretary's investigation abroad of British and French practice. Numerous libraries responded with additional orders to complete their accustomed files of periodicals and secure certain imperatively needed books; 157 institutions have enjoyed the benefits of our license.

Difficulties, however, arose in the accounts of Mr. Nijhoff, whose charges seemed immoderately high and duplications frequent; so that subscribers were advised not to make payments pending adjudication of the difference. This being only partially attained in the slow exchange of communications, a compromise schedule of settlement was put into effect, while it became clear that a personal conference would be necessary to bring satisfaction to all concerned.

Moreover, though the Department of State had sought to secure the dispatch of material impounded abroad, it had not come. Here was additional reason for action on the spot, while tonnage was still available.

Finally, with peace in the offing, it was important to have accurate information about orders outstanding under the license, so that the passage to normal conditions might be made with certitude.

Accordingly, at the instance of the executive board, the secretary of the committee undertook in April a second journey to Europe, being absent two months and visiting France, Switzerland, England and Holland, in the order named.

On all scores the trip, though hurried, was successful and the wisdom of those

who urged it was demonstrated. The results may be set forth as follows:

I. Financial settlement

Mr. Nijhoff accepts as just in its total effect, and therefore final and binding, the advice given by the secretary in various bulletins to subscribers; viz.

1. Bills from April to August, 1918, inclusive, to be settled with .45 as the conversion factor of marks to gulden, and the so-called "5% war tax" to be canceled.

2. Charges for transportation and insurance in the above five months to be settled as presented, except for cancellation of the "5% war tax," where added.

3. Bills from September, 1918, to March, 1919, inclusive, whether for subscription or transportation and insurance, to be settled as presented, including the "5% war tax," where added.

4. Publications to be supplied from April, 1919, to the end of the subscription year 1919 free New York with but one charge, and that to be the publisher's list price with marks converted to gulden at three-fourths the rate current at time of settlement with publishers, plus 20 points.

The transportation and insurance charges should be handled as above advised, despite the misleading method of stating them, because the amounts given represent the actual outlays claimed to have been made for such purpose.

Librairie Kündig grants a reduction of 15% in all bills dated from the first of January to the middle of May, 1919—credit invoices to follow—and agrees to deliver publications thereafter to the end of the subscription year 1919, free New York, with but one charge, and that to be publisher's price, marks converted to Swiss francs at three-fourths the rate current at time of settlement with publishers, plus 37½ points.

In justice to both agents and to make clear the significance of these terms, some comment is necessary:

1. The allegation that Mr. Nijhoff employed a higher conversion rate against us than against the Stationery Office is entirely unfounded. The two have been exactly the same. The information to the contrary, twice communicated officially to us, proved erroneous upon personal examination of accounts in London and at The Hague. The 5% extra charge was also found common to the two.

2. The Stationery Office, as a registered retailer, was entitled and indeed required to receive trade discounts not allowable to our libraries, or their committee, which latter disclaimed financial responsibility, and acted merely as the mailing intermediary between them and the Government on the one hand, between them and the agents on the other.

3. It is true that between the date of Mr. Nijhoff's bulletin of October, 1917, and the receipt of our order at the end of February, 1918, the mark had advanced 32%—in anticipation of the spring drive. This was found in an examination of daily banking reports in Geneva and The Hague from September, 1916, to date.

4. The bulletin of October, 1917, is not strictly applicable to our case, except in so far as it indicates what would be just.

5. The value of the guilder in American money has not the slightest bearing on the case. That profit is not the agent's but the nation's. That factor is taken care of in the conversion of mark to guilder. It cannot be done a second time. If the guilder had been normal when the first bills arrived, the periodicals would have cost no more than at the peace time rate — 24 cents to the mark, free New York.

6. In view of rising expenses it would not only be impossible to convert for us at the *cours du jour*, but the additional percentage necessary when the mark is relatively high is insufficient when the mark lowers, since if, for example, the mark drops 50%, the discount allowed by the publisher to the agent is worth just half as much in gulden (or francs) as before. The sliding scales above recognize this fact and assure the agents their fixed profits.

7. The agents that charged us 1917 periodicals at 24 cents to the mark extracted a greater profit from us than Mr. Nijhoff would have received if his bills for 1918 periodicals had been settled as presented. Institutions will read that with surprise.

And yet despite these qualifications, which manifestly mitigate the charge of exorbitance, the bills were too high—too high at the outset, too high throughout. The fact of the matter seems to be that both at The Hague and in Geneva no real analysis of the situation had been made before our conferences, but the result reached by rule of thumb.

8. The settlement made therefore ef-

fects a reduction of about 12% in the total accounts for 1918, and 13% in the cabled offer for 1919, though the precise method chosen for applying these concessions is the one thought to involve the least disturbance of the numerous settlements already made.

With Kündig the case was different The offer to supply at list price and convert at the *cours du jour* was hasty and ought never to have been made. It is regrettable that we did not know it. But on the other hand, the unannounced retraction made by advance from 70 to 90 in November and December, while proper then (that is, according to ante bellum standards) was excessive in January and later, when the bulk of our orders arrived, because exchange had dropped and kept dropping. Hence the 15% reduction above reported. It was the maximum suggested to the firm after close examination of accounts, and was cheerfully and immediately made when the facts were presented. Hence also the sliding scale.

It may be that a more pitiless analysis would have extracted greater concessions from both firms, but it is to be hoped and expected that subscribers will be content with a settlement that satisfies the present agents while at the same time securing material at a rate which our 1917 agents exceeded by 20% and the British institutions have throughout the war exceeded by 32%.

Finally, it is a great pleasure to report that these two agents have met the expenses of the secretary's second European journey, contributing sums roughly in the ratio of orders received. They intended thus to recognize the committee's part in the transaction.

II. Duplications

The orders originally given covered the year 1918 only; yet subscribers have not infrequently discovered in their bills volumes for which their previous agent had been paid. The main cause is, of course, the irregularity of wartime publication. A volume scheduled for 1917 would appear wholly or mostly in 1918. In such cases the first agent's prophecy was not fulfilled; the second agent's action was then justified. Adjustment should be made with the former (as indeed offered by the chief of them) except in the few cases where error has been found committed. Before this report is finished, subscribers will discover themselves to be fortunate in such possessions.

Another cause was found to lie in a difference of American custom from the Dutch and Swiss. We prepay periodical subscriptions; their libraries do not. Our agents naturally assumed, therefore, that, since we entered the war in April, 1917, our previous agents had not billed us for 1917 periodicals begun after that date; so that they were doing us a favor by supplying the journals begun in the later half of 1917 and continued the next year or later.

Finally, the publisher, anxious to sell, was inclined to interpret the order to his own advantage, and might even refuse to take the volume back. The agent might then conceivably in rare cases forward a volume against his own better judgment.

III. Unlocking foreign stores

(A) *In Holland*

In detention at Rotterdam and The Hague, were found 4 cases consigned to Lemcke & Buechner for many institutions, 10 from Martinus Nijhoff for the Library of Congress, 17 from the same firm for 38 other libraries, and 78 cases plus 14 bales for those served by G. E. Stechert & Co. All of these were cleared, and got into the hands of the Holland-American Line for shipment. The four for Lemcke & Buechner reached New York a fortnight ago unaided. All of the rest were congenial fellow-voyagers on the *Nieuwe Amsterdam* with the secretary.

Parenthetically, it may be said that from early March to mid-May the regular service out of Rotterdam was interrupted by a strike in Leipzig and the temporary refusal of the Holland-America Line to accept our material. That is mostly past history now; so that the *Nieuwe Amsterdam*, for instance, carried for our libra-

ries not only the cases and bales above mentioned but 10 others as well, with 43 more accepted.

Similarly at Geneva, there had been a tie-up. A car lost for two months between Leipzig and Zürich turned up during our conferences. Mail pouches had run out, and while the parcels mounted to the ceiling, none had left for three weeks. But a limited supply was borrowed from Paris, Washington had been cabled for 500, and an interview at Berne elicited the promise to get the accumulations off the next week, saving time by sealing at Lausanne and sending by courier to Bordeaux via Paris.

It is but fair to add that the arrival of the Stechert material is due as much to good luck as good management, because, in marked contrast with Messrs. Lemcke & Buechner, for example, this firm flatly refused to coöperate as requested, not by the committee merely, but also by the president of the Association, and by the War Trade Board. Though a way out was found in this instance, their attitude did, however, prove fatal to the interest of the libraries in one important situation, as seen below.

Incidentally, it will gratify the libraries to learn that the American Relief Commission, in Rotterdam, before whom, at the suggestion of the Minister, the case was laid, very generously consented to get the material over for us, if other means failed. Another score for Mr. Hoover (alias Brown).

(B) *In England*

On October 19, 1918, the American Consul-General in London cabled the State department as follows:

"Department's June 24th regarding detention books and publications of enemy origin. Release of such parcels as are non-propaganda will be proceeded with. Lists are being prepared and will be supplied to me by Procurator General showing lists which may be forwarded to destination."

This action (not, however, reported to the committee till Dec. 28) was the result of fresh representations made by the department upon the basis of a conference held by the secretary of the committee, at the Procurator General's office in May. The first instalment of the promised lists of parcels released was transmitted January 2, 1919, with assurance of more to follow as fast as examinations could proceed. "The mills of the gods," etc.

(C) *In Germany*

In Switzerland and Holland, communication by telegraph and letter was at once established with the houses chiefly patronized by Americans. Word came from the following: Baer, Brockhaus, Fock, Friedländer, Gottschalk, Harrassowitz, Hermann, Hiersemann, Köhler, Liebisch, Lorentz, Mayer & Müller, and Volckmar; while a vain effort was made to connect with Otto Lange of Bâle, Switzerland. With assurance of shipment of appropriate material, they were invited to submit lists of their holdings for American libraries, and to send a joint representative for conference at Berne or The Hague. As far as the limited time and difficulties of communication would permit, both requests were complied with, and Mr. Hans Harrassowitz spent three days at The Hague. More information is to follow by mail.

The outstanding announcement, which requires of libraries quick and decisive action, is that some months ago fire destroyed a big stock of material in Leipzig consigned to G. E. Stechert & Co. From the telegrams and letters of F. Volckmar, the Leipzig spediteur of this firm (and incidentally of Nijhoff also) it is learned that the fire occurred at an early morning hour and, in the lack of timely aid, destroyed six buildings, among them the warehouse where our material was stored on the ground floor. The loss was complete. It consisted of 54 boxes of books worth fr. 250,327 and 87 bales of periodicals worth fr. 340,667, upon which there was insurance of M. 100,496.75, carried with the Aachen-Münchener Versicherung —a pitifully inadequate covering, kept small because of the supposed ease with

which goods so placed could be rescued. Forty boxes and 26 bales, according to Volckmar's report at the time, were all that was left in Leipzig—and this because stored in another depot. "Die Journale," so he writes, "stammen zum Teil aus 1916-18;" and he telegraphs, "Neubeschaffung der Buecher und Zeitschriften konnte noch nicht erfolgen."

And there the curtain drops, for to a long letter and long telegrams asking specifications of loss, of present stock, of future plans, is snapped back the answer: "Beantwortung Ihres Briefes ist erst moeglich wenn sie Herrn Harrassowitz mich voll befriedigende Vollmachten des Herrn Hafner vorgelegt haben." But, as already seen, such "Vollmachten" were denied us, though asked for. So, though the information needed in this emergency was within their grasp, the libraries must see it dashed from their hands and find their way out the best they can.

Two more facts, dismissed in as many sentences: 1. It was Nijhoff that shipped the Stechert material to America before our entry into the war. 2. Nijhoff, answering frankly Volckmar's inquiry as to the identity of his new clientele, twice offered to buy Volckmar's stock of periodicals to save him from loss, but the offer was refused November 12, 1918, without explanation. Perhaps it was the fire. And perhaps it wasn't.

With patrons of Lemcke & Buechner the case is quite different. The secretary was given power of attorney to act for this firm, and in turn Bernhard Hermann (their Leipzig spediteur, and incidentally Kündig's also) gave Mr. Harrassowitz the same authority. The four cases above referred to as already arrived contain books for which British permit had been issued. There remain still on hand in Leipzig for Lemcke & Buechner 70,000 marks' worth of books and periodicals, packed ready for shipment in 40 cases, measuring each about a cubic meter, and weighing each about 500 pounds. Far the larger part of this material is said to consist of "Bücher wissenschaftlichen Inhalts," the smaller half of similar periodicals and a little war literature. "Bei den Zeitschriften," and this is the meat of the cocoanut for us, "handelt es sich in der Hauptsache um Restjournale aus dem Jahre 1916. Pro 1917 und Folge sind weder Fortsetzungen noch Journale und Zeitschriften bezogen worden." That clears the air for everybody. What is on hand is almost exclusively for North American universities, with a considerable quantity also for the John Crerar Library.

In similar fashion there are about 35,000 marks' worth for Steiger & Co.

The reports from other dealers (except Harrassowitz, who will be drawn upon more extensively for the survey of general trade conditions) can be more summarily dealt with, since, where valuable at all, the word is of concern to some single institution or so to which it may be communicated privately:

Baer's lists mailed *exprès* failed to arrive in time, but will be forwarded.

Brockhaus thinks to forge his own connection without our aid.

Fock replied that the time was too short to ascertain whether or not he had in specific cases laid aside continuations, and his reputed representative at Amsterdam failed to put in an appearance, when invited, but he (or she) wrote evasively.

With *Friedländer* it was moving day, and, while a report would be sent in a few days, he could only say at the moment that he was keeping up continuations especially of books, very carefully, and holding them subject to orders. There was probably only one box full on hand. He underscored, in view of the peace terms, the necessity of assured payment, since otherwise the German government might prevent shipment in order to avoid increasing their "Aussenstände" in America before the treaty is signed. Dealers generally, we are to understand, lay a deal of stress upon this point.

Paul Gottschalk's comprehensive report, though mailed *exprès*, failed to arrive in time. It will be forwarded. As he dealt but little in new books, his continuations were of little consequence, but such as they were they had been ordered, except war serials, since he had interrupted the assembling of all war literature for American libraries, after America's entry—a

general practice, according to Mr. Harrassowitz, who, however, had kept up one or two complete sets for the first bidders. Gottschalk thought he might have some 20 boxes of 500 to 700 pounds each.

K. W. Hiersemann, president of a recently formed, very exclusive, and highly ambitious Verein der deutschen Antiquariats- und Export-Buchhändler, entrusted Harrassowitz with the message that of Americans he would in future exact advance payment for his goods. Special discounts to American agents are marked for slaughter.

K. F. Koehler offered no report because he had connected with his American trade —ignorant of the fact that we were the link. He is now in partnership with F. Volckmar.

Bernhard Liebisch had disposed of most of his holdings for American libraries when they could not be shipped in season, but this was mainly a question of new books. The few continuations (periodicals and some volumes of Luther's works) still on hand were not worth bothering about now. He would in time communicate directly with the libraries.

Alfred Lorentz' reply concerned only two universities, for which continuations were being held.

Mayer & Müller (now said to be owned by Gustav Fock) made detailed reports for the three institutions requesting it, and the material listed was approved for shipment under our license. The continuations break off with 1916, though they add, "we shall now immediately order the periodicals of 1917 and ff"—cautious procedure seemingly general.

Mr. Hans Harrassowitz, through whom, as requested, the reports above abstracted were for the most part assembled, submits an elaborate record in behalf of his own firm, Otto Harrassowitz. During suspended relations the interests of our libraries have been kept in mind, and the assumption held that trade would be resumed, though acceptance of his goods, except where specifically ordered, is, of course, recognized as not binding.

Detailed statement of account against 44 libraries is submitted with request that it be checked with a view to establishing its correctness or replacing lost material. These statements cover past shipments, during the war.

Then bills are presented against 16 institutions for material now on hand ready for shipment—26 cases and 3 parcels, with 9 more boxes ready in the near future. Authority for shipment under our license was granted, except for war material in two consignments, though the advice was given and accepted that in three instances specific authorization for shipment be awaited from the ultimate consignee.

IV. General conditions

1. The fear of governmental confiscation of publications destined for American institutions may be banished completely from mind. There was never such a danger; it is more than ever remote now. The establishment of a prohibited list by the Imperial Government carried no such threat. It merely postponed delivery. This prohibition, theoretically still in force under the present government, is in practical abeyance everywhere, so that trade with Italy, for example, is relieved of all restrictions now, and our stragglers are coming in.

2. Dealers, eager for resumption of direct relations, though slightly dubious of American temper after the war, have very generally taken the necessary precautions against any irremediable damage to their former patrons' interests, laying by, especially where editions were limited. Libraries need not feel driven to a policy of hurried replacement elsewhere, if their relations have heretofore been direct with the publisher or foreign dealer.

3. Their fear of confiscatory action by the American Government despite our license, as expressed by Friedländer, felt by many others and seemingly fostered by the Leipzig Chamber of Commerce, is a real factor which may deter shipment for the time even where our authorization has been granted. But this passes with the establishment of peace, being based upon a clause in the treaty alleged to carry such a threat against the day of signature.

4. The day of the bona fide discount is past or at least in eclipse, because, aside from the increased expense, the Börsenverein der deutschen Buchhändler in the latter half of 1918 laid upon retailers (including the publisher if selling direct to the public) the requirement to add 10% to the publisher's price. This is quite irrespective of the advances made by the publisher himself in his prices. Mr. Har-

rassowitz's compliance takes the form of charging at list price without discount.

5. The advance in publishers' prices is, of course, general and often enormous. The percentage is usually 25 to 50, though not infrequently more, so that no bibliography is up to date. Harrassowitz increases 25%, Teubner 40%. One periodical has actually jumped from M. 37.50 to M. 240 per year.

In the Börsenblatt for March 29, 1919, several firms join in an advertisement defensive of their 30% advance in prices, giving the following table of advance in cost of production, under chief headings:

	1915	1916	1917	1918	1919
	%	%	%	%	%
Printing	10	15	40	80-140	180
Binding	—	40-60	80-120	150-180	200-250
Paper	—	20	100-300	500	500

6. Discriminatory action against foreign countries, whether enemy or neutral, is becoming widespread. The Verlegerverein is trying to make this compulsory, though the Börsenverein has not consented. The object is to checkmate the depreciation of the mark, which has at present about one-third its normal exchange value. This advance runs from 50 to 100%. Such publishers will charge the foreign importer this heightened price less usual discount, and expect the German exporter to do the same, though as yet he has no decree for forcing this action. He hopes, however, to accomplish it by indirection, as seen in the notice inserted less than a month ago by Vandenhoeck u. Ruprecht in the Börsenblatt, from which the following quotation is taken:

"Von heute ab liefern wir unsern gesamten Verlag einschliesslich Zeitschriften an alle ausländischen Firmen, ausgenommen die der deutsch-österreichisch-ungarischen Gebiete, mit einem Teuerungszuschlage von 50% auf den Nettopreis. Inlandsfirmen, welche in das Ausland unsern Verlag ohne einen Zuschlag von 50% zum Nettopreise an Buchhandlungen, oder ohne den gleichen Zuschlag zum Ladenpreise an Private verkaufen, erhalten ihren gesamten Bedarf nur noche mit 50% Zuschlag zum Nettopreise."

7. As for bindings, libraries must be warned against those of publishers. Original materials are practically non-existent, and trick substitutes, mostly paper, are the rule. If real morocco and sound cloth are available the prices are more than trebled. Harrassowitz claims to have secured early in the war and held for his American trade enough first class material for at least 10,000 half morocco and 50,000 half cloth and buckram bindings, but the former once charged at M. 3.50 will now cost M. 11.50, that formerly costing M. 4.50 now advances to M. 15.—while the half cloth binding delivered in the past for M. 2.—must now be charged at M. 6, and Mr. Nijhoff, who examined this schedule, called it moderate. The library, however, will remember the value of the mark.

8. Stocks in Germany, both new and old, are low. Not much publication has been done and the editions have not been large. Most books are out of print, and because of scarcity of paper and cost of production, will not soon be reprinted. Second-hand material, especially bound sets, has advanced in price, and the state libraries have made deep inroads upon it, because compelled to spend their funds in that way.

From this narrative libraries will instinctively draw two conclusions: (1) That it is best to avoid publishers and their bindings; (2) patronize only tested agents, and do their shopping early.

The Committee on Importations is on its last legs. A few announcements, following conferences with all the authorities concerned, and the curtain may be rung down on this wartime supernumerary.

1. Till the peace treaty becomes effective, that is, till its ratification, it will remain unlawful for the libraries without a license to communicate or trade with the enemy directly or indirectly. For the present, therefore, such dealings of theirs should continue to be effected through the A. L. A. Committee on Importations.

2. The withdrawal of censorship on both sides of the Atlantic does not change

this situation a whit. As long as there is an enemy, commerce with him is prohibited.

3. Under date of June 13, 1919, the War Trade Board issued a ruling (No. 779) that they would consider applications for "licenses to import into the United States from Germany or elsewhere scientific books and journals which were printed in Germany," provided the importer deposited the price with the American Relief Commission for the purchase of foodstuffs for Germany, and thus ultimately for transmittance to those entitled thereto. The method, however, is cumbrous and belated since, without further legislation by Congress, the Board passes out of existence June 30, 1919, though doubtless the Allied Economic Council in Paris will function during the interim.

4. The committee have received permission to transport to America under the A. L. A. license, without preliminary submission of lists, material now lying in Germany on order of the proper beneficiaries of this license, including that in the hands of B. Hermann (upon which the committee have received a report), addressed to Messrs. Lemcke & Buechner for American libraries—subject of course to such control as the Government at time of arrival sees fit to exercise. Such advice has been cabled abroad. This serves to secure possible shipment in advance of the fierce competition for bottom space after the blockade is lifted.

5. The committee stand ready to transmit to our two agents during this period orders for publications imperatively needed. These should be addressed, as usual, to the secretary, who will also be glad to purchase exchange for institutions which cannot, and to transmit all remittances. It will no longer be necessary to inclose envelope addressed to the State Department, since mailing will be direct hereafter, but subscribers are requested to send sufficient foreign postage instead.

Those libraries which have lost important material in the Leipzig fire and wish it replaced as soon as possible should avail themselves of this offer, and in any case should consider it seriously unless their agent will assume responsibility for its replacement, as no steps to that end have been taken in Leipzig.

In this connection it may now be divulged that Mr. Nijhoff is willing to serve American libraries from a stock which he collected for Russia and deems insecure. This is a case for cables.

6. The secretary's notes on outstanding orders are too voluminous for publication, but they will be communicated to individual subscribers as fast as they can be transcribed. In general, however, it may be said that, except in a very few cases when the agent so reports, failure to receive a number does not mean it is out of print, but that it has either not been published, or was detained for a time (though no longer now) by the German censor, or, as is more usually the case, the incompetent German clerks made an error, which has not yet been rectified. Specifically, Mr. Nijhoff has thrown together in his current shipment a lot of such odd issues, which he wishes his patrons assured he is taking all necessary steps to complete.

When items have been reported out of print, the subscriber should give immediate instruction whether or not to attempt acquisition by advertisement or antiquarian search. Kündig has been advised to insert desiderata in the Börsenblatt. Nijhoff awaits advice.

7. Subscribers for 1918 periodicals who did not renew for 1919 should advise the agent at once just what they expect of him. If (properly) nothing, specifically say so.

So, subscribers for 1919 should make up a careful and specific instruction as to just the terms upon which they desire the relation to terminate.

Take nothing in either case for granted.

8. Reports and statements from various German agents will shortly be transmitted to many libraries. Will they note that a copy of every such bill is to be returned to the secretary for his files in

dealing with Washington, and they will, of course, bear in mind that their replies must be transmitted through his office (remember foreign postage).

It should be borne in mind that the British examination of impounded parcels is not complete, so that libraries should be warned against hasty conclusions and actions on such reports. In this connection the State Department has accepted the committee's suggestion that in view of the imminent reopening of the German market to the world the British authorities be requested to dispatch the remaining material at once. Address inquiries on this subject to the American Consul-General in London.

In case an institution decides against receipt of such material either absolutely or temporarily, the secretary should be asked to cable such an advice, *at its expense.*

Care should be taken to give specific commands as to binding.

9. Kündig's credit invoices above referred to will be dispatched as soon as received. Subscribers are requested to examine their Nijhoff accounts afresh in the light of the terms now accepted and make the necessary adjustments. The secretary will himself review each one as rapidly as may be.

10. Librarians would do well to buy up some marks as soon as possible in order to take advantage of the present low rate of exchange. Such deposits should be established in Holland, for example.

11. With the ratification of the treaty, librarians will assume direct relations with Nijhoff and Kündig, though the committee will be glad still to give such advice as it may be thought competent to give. Arrangements have been made with Messrs. Tice & Lynch to continue as receiving agent in New York, and both agents have been instructed to maintain as regular a weekly service as they can, though the period of readjustment will doubtless bring its exasperations.

12. Subscribers will please note that the secretary's address during the coming July and August will be South Fairlee, Vermont; thereafter, The Johns Hopkins University, Baltimore, Md.

As already reported, the cost of the secretary's two trips to Europe in the interest of importations has been covered. But for two and a half years he has been subject to a steady drain of expenditure, which the small appropriations asked of the Association have not begun to meet. This has included postage and cablegrams, traveling expenses to Washington and New York, printing and secretarial aid—amounting to several hundred dollars. In addition to giving freely all his time during this period, the University which he represents wishes to contribute half this amount. If the other institutions served will add one-half of one per cent. of their Nijhoff and Kündig bills to the end of June, 1919, the rest will be about covered. The secretary only regrets his inability to shoulder the entire cost.

For the Committee,
M. L. Raney, Secretary.

REPORT OF COMMITTEE ON PERMANENT ENDOWMENT FOR PEACE TIME WORK

The committee has taken the position that the emphasis of the question is upon *peace time* work of the A. L. A., and upon providing means for its extension, rather than upon the matter of a permanent endowment.

For many years the American Library Association has been the center on this continent of all library interests and of all library coöperation for the exchange of ideas on library methods, and for the extension of library service. We owe to the Association and to the inspiration coming from its conferences, the building up of library science and much of the success of the American library, which for service to society has not been equaled elsewhere.

The Association has always been a professional body, with purposes and meth-

ods very little known beyond professional circles.

In 1917, when the nation was called to arms and all patriotic bodies came eagerly forward to offer their services, it was the extreme good fortune of the American Library Association to be called upon to take over a very large and most important work in the interest of the training of the national army and the more important work of helping to keep up the morale of the troops. When the opportunity came—the first the Association had ever had—to come out of its seclusion and to do a great constructive work, the Association responded quickly and accepted very large responsibilities, notwithstanding many doubts expressed by its own members of its being equal to the task assigned to it.

The call made upon the Association to raise the huge sum of a million dollars in a popular campaign seemed impossible to accomplish, yet so general was the response of library workers, many volunteering for service in war work at the cost of much personal sacrifice, and so generous were the people in showing faith in the Association, that the desired amount was secured and nearly doubled. Then came the even greater tasks of sound organization, of wise spending so that both Army and Navy might realize full value.

It is not necessary to rehearse the details here, nor more than to mention the second greater and equally successful campaign called the United War Work Campaign, but we should pause to pay tribute of appreciation and honor to the leaders of our financial campaigns and of the A. L. A. War Service, as well as to the army of library workers, for the fine results which made so wonderful a reputation for the American Library Association.

The Association has practically finished its tremendous task without a hint of scandal, and with only praise from the leaders of the Army and Navy and from all its associates in welfare work. The general appreciation of the war work of the American Library Association is summed up in the fine letter which has come, without solicitation, from the Commander-in-Chief, General Pershing:

"I want to express to the American Library Association my sincere appreciation and that of the officers and men under my command, for the valuable service which it has rendered to the American Expeditionary Forces.

"In February, 1918, your Association submitted to these headquarters your well-conceived plan for furnishing books to the American soldiers in Europe, and asked to be permitted to assume entire responsibility for this important service. The confidence which the Army reposed in you has been amply justified by the results achieved. Restricting your personnel and establishment to a minimum, you have taken advantage of the medium of transportation offered by the Red Cross, the Y. M. C. A. and other welfare agencies, and have supplemented these channels by furnishing book collections to detached military units and special books through the mails to individual soldiers. Thus, without friction or waste, the American Library Association has substantially accomplished its purpose of placing good reading matter at the disposal of every individual in the force.

"In addition to this, it has rendered a signal service to the Army educational program by providing reference libraries for the American Expeditionary Forces Universities at Beaune and at a large number of Army schools."

Letters such as this in praise of the work have been received by the Association from many sources, commenting upon its work in the Army camps and hospitals in this country, in the hospitals and with the Army overseas, and in the Navy.

This is a great accomplishment, for the work is practically finished so far as the Army forces are concerned.

The great war is closing in social unrest such as the world has never experienced. There is a conflict to conserve all that has been achieved toward the advancement of the higher ideals of our civ-

ilization with the forces which stand for revolution and destruction.

Each individual library certainly feels the added responsibility which this condition has brought, but has the American Library Association no responsibility in the social work in which there is more at stake than in the war fought by our young men overseas? We firmly believe that the American Library Association could, if properly financed, be able to do for popular education and social welfare work which would be second to the work of no other force in the country.

The war has forced on our attention many serious conditions which have never been fully realized before. We have learned the power of propaganda of all things evil and harmful to our social life. We have realized, as never before, the large proportions of illiteracy in many parts of America, while at the same time, we have found need for greater resources and much more work in the interests of research and bibliographical information properly to aid the advance of scholarship and of technical science.

Many suggestions have come to the committee of the work which the American Library Association might undertake during the next few years. As a tentative program, let us mention a few of the opportunities which lie before the Association at this time, in the hope that the discussion may result in a determination to undertake some part of it, at least.

We wish to state at the outset that the committee fully realizes the difficulties in making an appeal at this time for money for any educational work to be undertaken by the American Library Association. While the record made in war work will not count for much in an appeal for funds to be used in peace times, it has very definite value as a proof of the ability of the A. L. A. to unite in constructive work and to carry it to a successful conclusion.

We know that we have no very dramatic appeal, we realize as well that while there was little hesitation, during the war period, by the boards of control of American libraries to release members of their staffs for outside war work, a request for service for Association work in peace times could not as easily be granted.

The committee is of the opinion, however, that the momentum gained in united work should not be lightly surrendered. We have not to decide the question of whether we shall return to old conditions—that is quite impossible after this experience—but we should consider what further work we can undertake.

The great obstruction which faces us at the very outset of any campaign is the lack of understanding by the general public of the real place of library work in our social life, the lack of an appreciation of it as in itself a great educational force, not a mere helping service offered to schools and to various social activities.

In order to achieve any possible success in an appeal, at this time, for financial support, we must have *publicity and yet more publicity*, of the right kind. We must place reading matter, interesting, readable and enlightening, in the very best mediums which will place the library in its rightful position, which will bring home to the American public what we library people know of the great possibilities of the mission of the book in the propaganda of good, which show clearly the educational possibilities it offers to every individual, not only during the brief period of school, but throughout all the years of life. Before making any financial appeal, we consider a strong publicity campaign as absolutely essential.

For purposes of discussion, your committee calls attention to a program for intensifying certain A. L. A. activities, a few of many suggested as needing more liberal support. Some of them have already been worked out in considerable detail by other committees of the Association, and are to be placed before you during this Conference.

First: It should be possible for the Association to enlarge greatly most of its present activities, to be in a position to further by encouragement, advice, or di-

rect personal work, every possible opportunity for the creation of new library centers; to encourage the appointment of more state library commissions and to strengthen existing commissions, with the aim of reaching all rural communities in the country; to influence legislation in the interest of libraries toward the end of providing reading matter not only to the general public, but to hospitals, to prisons and to other institutions under city, county or state control.

Second: The Association should be able to urge the Government of the United States to establish libraries not only for the use of the forces of the regular Army and the Navy in posts, hospitals and war vessels, but also for the men of the coast guard, lighthouse service, and the forestry and agricultural services.

Third: The Association should be able to obtain, if not actually to purchase, books for men who are not "without a country," yet have no definite habitation, such as those employed in the merchant marine, for whom no one is now responsible.

Fourth: The Association should assist in the campaign toward building up citizenship by an active propaganda inculcating American ideas and reaching many thousands not now in touch with library service. No other social activity is so well fitted for this task as that represented by the American Library Association. A direct effort on our part to oppose the propaganda against the Government and all it stands for is in itself a call to service—a strong, clear call to the spare capital and the coöperation *of all* loyal citizens.

Your committee would *recommend* that a campaign be organized for the purpose of raising $1,000,000 for carrying out for a period of five years a program based upon these suggestions.

Such undertakings as the library survey and the work of library publicity, both of which are already ably planned by A. L. A. committees, are most necessary to the general advancement of library work, and are perhaps rather in the nature of a preparation of the ground for new and more extensive work of the Association than plans for extending the work itself. They are really preliminary. The extension of our work would also necessarily mean the enlargement and reorganization of the headquarters staff.

The committee *further recommends* that whether we do or do not undertake a campaign for funds to meet expenses of intensifying our work for a definite period of time, that we should undertake at once to enlarge our endowment fund and to spread broadcast at all times the need of such a fund for the work of the American Library Association. The income from such an endowment we would suggest might go toward (1) the work of a library survey, already mentioned; (2) for the publication of literature of the library profession; (3) for aid in providing books for the blind; and, possibly, (4) the publication of translations of books which might carry the message of American life and American ideals to the thousands of our people, in their native tongues, who cannot yet be reached through the English language.

Possibly even more important than many of these suggestions might be (5) the compilation of joint lists of unusual or rare books for the benefit of research work; (6) the preparation of better periodical and analytical indexes and other bibliographical help for the benefit of the few who are doing most important work.

The committee is of the opinion that our appeal is not one which could be successfully made in a campaign such as the popular "drives" we have been accustomed to during the period of actual fighting. It must be of a quite different character, yet it recommends the adoption of some such program and a campaign of some kind for the funds necessary to carry it out.

It *recommends* a preliminary campaign of wide publicity for a period of six months, followed by a direct appeal for subscriptions from a very large yet selected list of names gathered from every part

of the country, aiming to have the program placed personally before as many as possible of those who are known to be interested in the welfare of the country.

It *recommends* that the goal should be one million dollars for the work of the next five years, with a strong effort, at the same time, to build up the endowment fund of the Association.

It *recommends* that a sum of $50,000, to be used in meeting the expenses of the campaign, shall be underwritten, with the understanding that this amount shall be paid from the total subscriptions. It is the opinion that the effort to secure this smaller amount will fully test the Association's ability to collect the larger amount necessary for the whole plan.

Respectfully submitted,
WALTER L. BROWN,
For the Committee.

LOUIS J. BAILEY,
CHARLES F. D. BELDEN,
SARAH C. N. BOGLE,
W. C. CARSON,
GENEVIEVE M. WALTON,
CAROLINE WEBSTER.

REPORT OF COMMITTEE ON WORK WITH THE FOREIGN BORN

The Committee on Work with the Foreign Born has been acting since its organization, according to its original plan, as a medium of exchange, between libraries, of information as to desirable methods of assisting in the education of our immigrant population in American ideals and customs and in the English language. It has also until now proved practical to extend the committee's activities, following frequent requests, by supplying information covering a much wider field relating to library work with our recent immigrants.

In describing work accomplished, for matter of first interest: Inquiries, to a surprising extent, have been concerned with questions of approach to the different nationalities and with the most appealing methods of naturalization. Greatly marked is the anxiety on the part of librarians to secure information that will help them to understand, practically and sympathetically, the complicated human problems involved, so that American ideals and customs may be most helpfully interpreted to the newcomer. We believe that substantial help has been given in every instance of this sort in which it has been asked. Through the committee, librarians have been exchanging the results of their experience on questions of an almost unimaginable variety, ranging from methods of naturalization, to the display of books in English in foreign departments, lists of books suitable for military hospitals, the practicability of a story hour for adults, and desirable and effective ways of preventing the disappearance of foreign books. Librarians applied to for such information have been cordial and helpful in assisting, but this field of work is so new that it has frequently been found necessary to seek the advice and help of specialists and societies in similar fields, and to obtain the desired information from dependable authorities, wherever they might be found. On questions of this sort, also, it has been your committee's pleasure to help.

Not so successful has been the attempt to meet the demand for adequate and annotated lists of books in several foreign languages, greatly needed by many libraries. Nor has it been possible to supply adequate lists of appealing and practical books in simple English suitable for adult beginners, for those who are illiterate in their own language, and for those who are highly educated.

The development of the work of the committee has been greatly hampered by the fact that every member of it has been engaged, sometimes for prolonged periods, in war work; also a loss was suffered in the lamented death of Mrs. A. B. Maltby, whose long practical experience with the foreign born, whose sympathy, knowledge, and good

---

*Report received too late for presentation at Asbury Park Conference. Printed as information, although no action has been taken upon it.

will were ever at our service. A further handicap has been the lack of funds to meet expenses of postage, stationery, clerical work and other charges necessary for extending its activities along lines revealed by the expressed needs of librarians. To make the committee an efficient bureau of exchange of information along lines of proper interest, such extension is of first importance, particularly in undertaking the careful listing of libraries active in work with the foreign born, with a tabulation of their interests and of the directions in which they would be willing to assist others. We believe that there are fully eight hundred American public libraries situated in communities where library service to the foreign born is a civic and educational necessity. Some three or four hundred are known to be active in this field. All of them are presumably interested in helping the immigrant adapt himself to the conditions of life in his own country, and in helping prepare him for intelligent and patriotic citizenship. This interest is all the keener because the experience of many librarians now proves that this work with the foreign born can be very successfully carried on without unduly socializing the library, and without formulating a program too ambitious for the library's present functions and resources.

JOHN FOSTER CARR,
Chairman.

REPORT OF FINANCE COMMITTEE

To the American Library Association:

In accordance with the provisions of Section 12 of the Constitution, your Finance Committee submits the following report:

In January the probable income of the Association for 1919 was estimated as $24,630, and the Executive Board was authorized to make appropriations to this amount. The details of the estimated income were published in the *Bulletin* for March, 1919, together with the budget adopted by the Executive Board, and are for this reason not given here.

In May from the war service fund was paid to the secretary one-half of his salary for the periods from September 1, 1917, to December 31, 1918, during which he served as executive secretary of the library war service, the amount being $1,512.50. Since he had already been paid in full by the Association, this sum was paid by him to the treasurer of the Association. The Finance Committee, therefore, has approved a supplementary budget of $1,512.50.

Dr. C. W. Andrews has audited for the committee the accounts of the treasurer and of the secretary as assistant treasurer. He found that the receipts as stated by the treasurer agree with the transfers of the assistant treasurer, with the cash accounts of the latter, and with the statements of transfers in the accounts of the trustees. The expenditures as stated are accounted for by properly approved vouchers, and the balance shown as that in the Union Trust Company of Chicago agrees with the bank statement of December 31, 1918. The bank balances and petty cash of the assistant treasurer agree with the bank books and petty cash balances. The accounts of the assistant treasurer are correct as cash accounts.

The securities now in the custody of the trustees have been checked for the committee by Mr. Harrison W. Craver, who certifies that their figures are correct. He found that the bonds and other securities amount, at par value, to $102,000 for the Carnegie fund, and to $8,611.84 for the endowment fund.

The accounts of the James L. Whitney fund, which are in the hands of the treasurer, have been examined and found to be as stated by him in his annual report.

The accounts of the second war service fund were audited by Marwick, Mitchell, Peat and Company for the four months ending March 31, 1919. The report of the auditors found the accounts correct and all expenditures properly vouched for.

The committee has examined the report of the audit of the War Finance Commit-

tee to February 15, 1919, made by Marwick, Mitchell, Peat and Company, also the accounts of the War Finance Committee from February 16 to April 25, 1919, and finds them correct; leaving as stated no balance in the Empire Trust Company, and a balance of $14,332.28 with interest in the Peoples Trust Company of Brooklyn contributed to the second war service fund subject to checks drawn jointly by the chairman of the War Service Committee and the chairman of the War Finance Committee.

Respectfully submitted,

ARTHUR L. BAILEY,
HARRISON W. CRAVER,
C. W. ANDREWS,
Finance Committee.

PROCEEDINGS

June 23-27, 1919

FIRST GENERAL SESSION

(Monday evening, June 23)

The FORTY-FIRST Annual Meeting of the American Library Association was called to order by the president, WILLIAM WARNER BISHOP, librarian of the University of Michigan, in the Auditorium, Asbury Park, New Jersey, at 8 p. m., June 23, 1919.

Mr. MOSES TAYLOR PYNE, of Princeton, chairman of the New Jersey Public Library Commission, extended to the Association greeting in behalf of the New Jersey Library Association, in the following words of welcome:

Ladies and gentlemen: I feel it a great honor and a great pleasure to be asked by the New Jersey librarians to greet the librarians of the United States assembled here in convention. In books and what they contain and what they bestow at all times, and especially in times of turmoil and strife, we find new strength and needed consolation. Therefore we greet you, who are the guardians of these our best friends, and we bid you a very hearty welcome to our state.

We are fully sensible of the honor you have done us in so soon returning to this seaside resort. We hope that you will be refreshed by our ocean breezes, and that when the business of the convention is completed you will return to your homes with renewed vigor and with pleasant memories of us. We regret that no excursions have been arranged for this year, but on the part of the librarians of the state I have great pleasure in saying that we hope no one of you who finds it possible to stop and visit any of the New Jersey libraries before returning, or on his return, will fail to do so, and I can assure you of a very hearty welcome.

President BISHOP, in stating that M. Jusserand, Ambassador of France, had been detained in Paris on account of the duration of the sessions concerned with the peace treaty, presented the following letter evidencing the good will of the Ambassador and his intention to address the American Library Association if circumstances had rendered it possible for him to be in America at the time of the A. L. A. Conference:

28 AVENUE DU PRÉSIDENT WILSON,
MAY 7, 1919.

Dear Sir: I could not answer at once your kind letter, because I wanted to know first where I would be in June.

I continue not to know, but I am loath to delay longer. The probabilities are however, that I shall be in America at the date you mention, in which case and in the hope that no impediment over which I would have no command may interfere, I accept with great pleasure your invitation to address your Association.

It must, however, be understood that I cannot promise a set speech or a regular lecture. I hope you will allow me to deliver a very brief and informal address. Lack of time will certainly prevent my better deserving the honor of your invitation.

With best thanks and all good wishes from one who is just back from a part of France which Americans have made French again, viz., St. Mihiel, I am,

Sincerely yours,
JUSSERAND.

President BISHOP then introduced Dr. CHALMERS HADLEY, librarian of the Denver Public Library, who addressed the Association on

THE LIBRARY WAR SERVICE AND SOME THINGS IT HAS TAUGHT

(See p. 106)

The reading of the president's address followed, President BISHOP choosing as his subject

THE AMERICAN LIBRARY ASSOCIATION AT THE CROSSROADS

(See p. 99)

After the delivery of the foregoing address the session was adjourned.

SECOND GENERAL SESSION

(Tuesday morning, June 24)

President BISHOP presided.

The PRESIDENT called attention to the re-

ports of officers and committees which had been printed in the *Bulletin* of the Association for May, 1919 (see pp. 47-91). These reports included those of the secretary, treasurer, trustees of endowment funds, the A. L. A. Publishing Board, the Committee on Bookbinding, the Committee on Coördination, the Committee on Federal and State Relations, and the Committee on Work with the Blind, all of which were accepted.

At the request of President BISHOP, the secretary read the report of the Finance Committee, which was adopted and ordered printed as a part of the Conference Proceedings (see p. 343).

The report of the Committee on Deterioration of Newsprint Paper, next read by the secretary, was duly accepted as a report of progress and ordered printed as a part of the Conference Proceedings (see p. 329).

President BISHOP then stated that in departure from the usual custom of receiving reports formally at a general session, certain reports would be read and discussed this year in general or section meetings, as being of interest to certain groups of the membership.

The PRESIDENT mentioned as examples of such reports, that of the Committee on Library Administration (*Bulletin*, p. 63), to be presented before the Catalog Section; the report of the Special Committee to Investigate Salaries (*Bulletin*, p. 71), to come before the Fifth General Session; and the report of the secretary of the Committee on Importations (see p. 330), to be brought before the College and Reference Section.

President BISHOP next called attention to the matter of an amendment to the Constitution.

Secretary UTLEY therefore read the following former paragraph of Section 12 of the Constitution:

The Finance Committee shall audit the accounts of the secretary, treasurer, and trustees of the endowment fund, and report to the Association at the annual meeting.

Secretary UTLEY explained that in order to render more adequate the auditing powers of the Finance Committee, the Executive Board had recommended the substitution of the following paragraph for the one just read, such substitution having been voted on affirmatively by the Association at the Saratoga Springs Conference and requiring affirmative vote at the subsequent Conference to become effective:

The Finance Committee shall audit the accounts of the secretary, treasurer, trustees of the endowment fund, treasurer of the Publishing Board, and all other accounts, and report to the Association at the annual meeting.

Upon motion the amendment was duly adopted.

President BISHOP introduced Dr. FREDERICK P. KEPPEL, Third Assistant Secretary of War, who addressed the Association on

HOW THE ARMY LIBRARIES HAVE HELPED OUR FIGHTING MEN

(See p. 152)

At the close of Dr. Keppel's address, Mr. BOWKER spoke as follows:

Those of us who have been members of the War Service Committee know tenfold how great has been the opportunity and service of Dean Keppel in making the work of this Association and its six bigger sisters possible and practicable. There is a lubricant known as "Three in One": Dean Keppel has been a Seven in One lubricant in this great work. He has done, I think, more than any one person (quite to change the metaphor) to drive the seven horses—or since they are sisters I should say mares—in harness. He has told you that you would receive 1,200 to 1,500 letters in acknowledgment of your deserts. I rise to move, sir, that this Association express its thanks and its cordial appreciation of the work done for the American Army and the American people by Assistant Secretary Keppel in making the work of the American Library Association so effective. My motion is that, without the intervention even of Mr. Burleson's one-cent stamp, we by a rising vote send Assistant Secretary Keppel a 1,200 or 1,500 man and woman-power letter of appreciation.

Concurred in by a rising vote.

President BISHOP mentioned that the report of the War Service Committee to June 30, 1919 (see p. 190), had been printed and

distributed to members of the Association, and called upon Mr. J. I. WYER, JR., chairman of the War Service Committee, to speak upon the report.

Mr. WYER accordingly responded with a

STATEMENT OF THE CHAIRMAN, WAR SERVICE COMMITTEE

(See p. 188)

Dr. HERBERT PUTNAM, general director of the A. L. A. War Service, being absent in France on account of duties connected with this service, the secretary read Dr. PUTNAM'S

STATEMENT OF THE GENERAL DIRECTOR, A. L. A. WAR SERVICE

(See p. 261)

President BISHOP then called upon Mr. CARL H. MILAM, acting general director, who presented a

STATEMENT OF THE ACTING GENERAL DIRECTOR, A. L. A. WAR SERVICE

(See p. 263)

Mr. BELDEN: Mr. President, the hour is not inappropriate, I believe, to call to the attention of the members of the Association the fact that at our annual meeting at Saratoga Springs no action was taken in reference to the report submitted by the War Service Committee. As a member not only of the War Service Committee, but of the Executive Board, I desire to offer the following resolution:

RESOLVED, That the American Library Association receives and adopts the reports submitted in print by its War Service Committee covering all the transactions and operations of the said committee from its organization in June, 1917, up to this date.

I make this resolution, Mr. President, in order that the printed reports of the War Service Committee may be made a part of the formal records of the Association.

President BISHOP: Is there discussion upon this motion to receive and adopt the reports submitted to us in print?

Dr. HILL: Would it not be wise to postpone action until a final vote can be taken upon the final report of the War Service Committee?

Mr. BELDEN: The motion reads "up to this date." That does not, of course, in the least preclude the adoption of a final report.

The motion was thereupon duly seconded and carried.

President BISHOP: The secretary has an announcement to make.

Secretary UTLEY: At the convention of the American Booksellers Association, which recently met in Boston, a resolution was passed which I think we librarians will appreciate, and I am going to read it here so that we can incorporate it in our own minutes.

Whereas, The American Library Association has done and is doing such notable work in supplying the book needs of the men in the American service; and

Whereas, We recognize most fully what this has meant to the men, and what it is to mean to this country in forming habits of reading and love of books among the tens of thousands who will now be resident in all parts of this country;

RESOLVED, That this convention of the book trade hereby registers its profound appreciation of their work and urges all booksellers to continue actively to coöperate with the librarians in the various communities and to extend any help possible in a national way.

This resolution was signed by the secretary of the American Booksellers Association, who is also one of our own members —Frederic G. Melcher.

Dr. HILL: Mr. President, if this is the proper time I would like to move that the thanks of the American Library Association be extended to those publishers and booksellers who gave such a large discount to the War Service Committee in the purchase of books. Whether this should be reported to the Committee on Resolutions I am not quite sure, but it seems to me that as an Association we ought to take some appropriate action.

President BISHOP: The chair sees no impropriety in considering the matter at the present time, and would like to hear a second to Dr. Hill's motion.

The motion was seconded by Mr. BAILEY, of the New York dispatch office, and concurred in.*

The session was then adjourned.

THIRD GENERAL SESSION

(Tuesday evening, June 24)

At the request of President Bishop, Mr. CARL H. MILAM presided.

The first speaker on the program was Miss THERESA HITCHLER, of the Brooklyn Public Library, who gave some of her impressions of A. L. A. War Service in an address entitled

SIX MONTHS AT HEADQUARTERS AND IN THE FIELD

(See p. 312)

Chairman MILAM expressed regret that Miss Mary F. Isom was not present to talk upon her work in French hospitals, and also that Mr. Burton E. Stevenson, European representative of the A. L. A. War Service, could not deliver a message in person; but stated that Mr. JOY E. MORGAN would read portions of a report received from Mr. Stevenson (see Report of War Service Committee, p. 218).

Miss MARY EILEEN AHERN, editor of *Public Libraries*, next addressed the meeting, taking as her topic

A. L. A. NEWS FROM OVERSEAS

(See p. 309)

Mr. JUDSON T. JENNINGS, librarian of the Seattle Public Library, followed with a description of his experiences

WITH THE A. L. A. OVERSEAS

(See p. 307)

In the absence of Mr. SAMUEL H. RANCK, librarian of the Public Library of Grand Rapids, Michigan, Mr. CLARENCE E. SHERMAN read portions of Mr. Ranck's interesting account of

A LIBRARIAN'S JOB IN BASE SECTION NO. 1, FRANCE

(See p. 297)

Mr. ORLANDO C. DAVIS, librarian of the Public Library, Waltham, Massachusetts, next presented a paper giving his

EXPERIENCES OVERSEAS

(See p. 303)

Mr. ASA DON DICKINSON followed, with a paper entitled

BY FLANDERS BRIDGE

(See p. 157)

On account of the lateness of the hour it was impossible to present even in part statements of various other A. L. A. workers serving overseas, excerpts from whose reports are given on pages 316-326.

The evening session closed with a brief exhibition of motion pictures showing A. L. A. War Service.

FOURTH GENERAL SESSION

(Wednesday morning, June 25)

The meeting was called to order by President BISHOP, who then opened the session with the following remarks:

May I take this occasion to say a word of greeting to the members of the societies affiliated with the American Library Association and others who are not formally affiliated but who are nevertheless meeting from time to time with us. It is the presence, indeed, of these numerous persons interested in library work of a special nature, and in their peculiar problems, that lends so largely to the number of those present at these meetings. It would ill become the general American Library Association to fail to recognize the strength and the tone and the vigor which the presence of these people interested in special problems, such as the National Association of State Libraries, the American Association of Law Libraries, the League of Library Commissions, the Special Libraries Association, the Bibliographical Society of America, and others, give to our gatherings; and I wish, therefore, to say a special word of greeting to them in behalf of the American Library Association. We are glad you are here; we welcome you not only to our own meetings, but we welcome you personally and are glad to know you.

May I also take this occasion to express the thanks of the Association to Mr. Josselyn and his earnest co-workers and to the Publicity Committee in getting out the daily paper, *The Use of Print*, which has been such a feature of this Conference. I know that you all agree with me that it has been a remarkable thing and a very useful thing; I think it has shown us very graphically what we are doing, and we have every reason to be grateful. I have not personally seen Mr. Josselyn since he came; he has spent most of his time in

*See also resolution presented by the Committee on Resolutions and adopted at the last General Session.

the newspaper office. I understand he and Mr. Wright and one or two other veterans of the newspaper business have been getting about three hours sleep a night; they have been sitting up with the *Asbury Park Press* people, who never had to run these words which we speak so glibly, and who don't know how to read the handwriting of some of our folk. We have great reason, therefore, to be thankful, and to express our appreciation.

The PRESIDENT then called upon Col. E. L. MUNSON, chief of the Morale Branch of the Army, who addressed the assembly on

LIBRARIES AND READING AS AN AID TO MORALE

(See p. 184)

Maj. JASON S. JOY, director of the Commission on Training Camp Activities, War Department, followed with a talk upon

SALVAGING WAR LIBRARY SERVICE FOR PEACE TIMES

(See p. 265)

President BISHOP, at the close of Major Joy's address, called attention to the appropriation bill mentioned by the speaker and soon to be reported upon by a committee of the United States Senate, and urged that members of the American Library Association endeavor to secure the influence of Senators and Congressmen to make adequate provision for continuance of library service for the Army and Navy in peace times.*

The PRESIDENT then announced that the Honorable Josephus Daniels, Secretary of the Navy, could not be present to address the assembly as had been planned, and read the following letter received from him by the Secretary:

I am in receipt of your esteemed favor and I write with regret to say that I shall have to deny myself the pleasure of being with you in your meeting at Asbury Park, much as I would like to do so. The Navy bill will be under consideration in Congress at that time and I find that I have already definitely committed myself to another engagement which cannot be deferred, and that, together with the duties requiring me to be here, makes it impossible for me to come to Asbury Park on the occasion of your meeting.

I am greatly interested in the work of the American Library Association and its service to the men in the Navy during the war and since cannot be praised too highly. Will you be good enough to express my thanks and appreciation and my deep regret at my enforced absence from the meeting?

Sincerely yours,
JOSEPHUS DANIELS.

President BISHOP further stated that upon learning that Secretary Daniels could not be present, at his suggestion the Association had endeavored to secure the presence at the Conference of Admiral William S. Sims, who, however, had sent notification of his inability to attend, in the following telegram:

I sincerely regret my inability to accept your courteous invitation to address the American Library Association at Asbury Park on June 25. I have already pledged myself to many highly important engagements for the latter part of the month, which will engage all the time I can possibly spare from my duties as president of the Navy War College. Had I received your invitation earlier I would have arranged my program accordingly, but under the circumstances I do not feel justified in canceling these important engagements which I have made. I fully realize the importance of the work done by the American Library Association, and sincerely hope it may continue its effective coöperation with the Navy.

W. S. SIMS.

Commander C. B. MAYO, of the Navy, was then introduced, and delivered an address on

LIBRARY SERVICE FOR THE PERMANENT NAVAL ESTABLISHMENT

(See p. 267)

The final address of the session was given by Vice-Admiral ALBERT GLEAVES, on

BOOKS AND READING FOR THE NAVY AND WHAT THEY HAVE MEANT IN THE WAR

(See p. 155)

At the conclusion of this address the audience rose to show their appreciation.

President BISHOP: A rising vote of thanks, which I was about to suggest, has been given spontaneously. May I however, in behalf of the artist of the poster alluded to, suggest that he was a clever man? He painted a marine, who as we all have learned, is soldier and sailor too.

*See also resolution adopted at last General Session.

I wish to thank these gentlemen who have so kindly abandoned their many duties to come here and say to us these kind words about our work, and to give us the benefit of their suggestions as to the future conduct of work for both branches of the military service. I had begun to suppose our War Service Committee could see the end of its labors; and I see a disappointed and horribly dejected look upon Mr. Wyer's face. Perhaps the War Service Committee may be discharged in the course of some months, but I do not believe that from now on this Association can be without a committee on service to the soldiers and sailors of the United States.

The fourth session was then adjourned.

FIFTH GENERAL SESSION

(Thursday morning, June 26)

Vice-President BELDEN presided.

The following memorial minute, drawn by a specially appointed committee, was read by Mr. ROBERT K. SHAW and adopted by a rising vote:

SAMUEL SWETT GREEN

LIFE FELLOW OF THE AMERICAN LIBRARY ASSOCIATION. ITS PRESIDENT 1891.

The members of the American Library Association desire to put on record their deep appreciation of the character and services of their late associate, Samuel Swett Green, who died in Worcester, Massachusetts, December 8, 1918, in the eighty-second year of his age, after serving as librarian of the Worcester Free Public Library from 1871 to 1909, and since then as librarian emeritus.

In two directions Mr. Green did valuable pioneer work. The first of these instances was the linking of the work of the library with that of the schools, with which his name will always be associated. The second was the close connection of the library with the local industries. Mr. Green's volume, "Libraries and schools," published in 1883, and his paper, read before this Association in 1889, on the industrial connections of library work, were influential far beyond the limits of his own city. Some of the other fields in which Mr. Green was a pioneer include the development of interlibrary loans, the formation of picture collections, and Sunday opening, which, in Worcester, dated from 1872.

Mr. Green was an original member of the American Library Association, taking part in its organization at Philadelphia in 1876, and serving as president at the San Francisco meeting in 1891. He was an original member of the American Library Institute, in 1905. His suggestive report on "Library aids," issued by the United States Bureau of Education in 1881, was exceptionally serviceable. He served as a member of the Massachusetts State Library Commission, from its beginning in 1890; and he was reappointed in 1894, 1899 and 1904. His volume on "The public library movement in the United States, 1853-1893," published in 1913, is of wide popular interest. He was a graduate from Harvard College in 1858, and was all his life a keen student and investigator.

Mr. Green's characteristic graciousness and cordiality were closely connected with his deep-rooted desire to be helpful. One who had known him long and intimately wrote of him, after his death, as follows: "I think that his most impressive characteristic was his desire to be of service to others;" and it is this innate quality of Mr. Green which will cause his memory to be cherished, in coming years, by his fellow-members of the American Library Association.

WILLIAM E. FOSTER,
ROBERT K. SHAW,
Committee.

Vice-President BELDEN: We now come to the program of the fifth general session, a session devoted to a survey of actual conditions in American libraries. The war and its alarms, our mistakes and our victories, have been given consideration, and today we turn to the future, with its visions of enlarged service through organized effort. We are ready to start to clear the decks, to take stock of our assets, and in so doing, I know that you all agree with me that we can look forward hopefully and with cheerful assurance. The librarian of Yale University, Mr. ANDREW KEOGH, will speak to us on

OUR LIBRARY RESOURCES AS SHOWN BY SOME GOVERNMENT NEEDS IN THE WAR

(See p. 270)

At the conclusion of Mr. Keogh's paper Miss AHERN requested the privilege of saying a few words, and spoke as follows:

Before Mr. Keogh's voice dies away, I would like to add a little to the glory which I think belongs to the splendid

work which the Inquiry Bureau did before the peace and since the peace. One day while in Paris headquarters library a very distinguished gentleman came in and seemed hardly to know what he wanted to do next, so I stepped around in front of him and discovered by my knowledge of newspaper pictures that I was talking to the Honorable Mr. Strauss. I spoke to him and asked him if I might have the privilege of showing him around the library, which I did, and when he was leaving he complimented the library, and then added: "Those of us who are interested in the peace conference are also under great obligations to the American Library Association for the very splendid collection of references which have been put at our convenience and use."

I intended to cable Mr. Keogh then, but something else intervened. I take pleasure in presenting this at this time so that Mr. Keogh may know that the splendid work which he and his confreres did in that matter received the appreciation due it from those interested in the peace treaty.

The next speaker on the program was Dr. C. C. Williamson, of the New York Public Library, who prefaced the delivery of his paper with the following remarks:

President Bishop had invited me to discuss this topic and I had promised to do so before I had the slightest idea that I might have some responsibility for the professional training division of the investigation that is to be conducted by the Committee of Five, particularly if we get the $88,000. I have not consulted my colleagues on that committee on what I am about to say, which means that the proposal which I shall make in this paper is personal, not in any sense a committee affair at the present time. I feel that it is incumbent upon me to make this statement, lest I may seem in what I have to say to have committed myself and to some extent the committee itself in advance of the investigation. I shall therefore state my personal views as clearly and as positively as I can, but I hope not dogmatically, and certainly only in general outline. If the plan I am about to propose were actually to be adopted, of course, extended investigation would be necessary before the details could possibly be worked out. But even the main features of the plan I would gladly abandon in favor of anything else that seems to the profession as a whole more likely to accomplish the desired objects. In order to bring my paper within the prescribed time limits, if possible, I propose to narrow the subjects from the plural to the singular and present only one aspect of the training problem, but one which, it seems to me, is of very far-reaching importance.

Dr. Williamson then read his paper on

SOME PRESENT DAY ASPECTS OF LIBRARY TRAINING

(See p. 129)

In the subsequent discussion, Mr. Bowker made the following remarks:

I rise to link up this paper with the discussion of last night, and to say that as a thorough believer in trade unions and professional associations of the right sort, I believe this paper points a way to the remedy of many of the evils existing today in such associations. A trade union or a professional association should give such a stamp to its members that they will have superior opportunities in their trade or profession, and the suggestion that Dr. Williamson so carefully embodied, avoids not only the understood evils from which we sometimes suffer, but leaves a place for the lay members of the profession, so to speak, leaves entrance into the profession for unskilled people, because in this particular calling of librarianship we must often draw upon a wider constituency than even the library schools can give us.

This idea of graded certificates from the American Library Association puts aside state lines, puts aside governmental red tape, puts aside any question that the outsider is not given a fair show, but does put the stamp of the Association—the national association, the professional association—upon fitness, and fitness in the several grades. I suppose some of you ride in automobiles, at least occasionally; some of us own Fords; and what a fine thing it would be if instead of numerous state certificates and licenses to travel, the American Automobile Association were a national agency for certifying to the capabilities of chauffeurs or ourselves, and giving a license which might, under proper, systematic arrangements, enable us to travel from state to state for a longer period than ten days, without the red tape which in Europe is avoided by a somewhat similar association organized on the part of France.

I want to say "amen" to everything that Dr. Williamson has said.

Miss Foote emphasized the point that if the A. L. A. will establish a minimum standard for trained library service, the difficulty will be solved of drawing a line

between professional and clerical service. She further suggested that candidates desiring correspondence courses be required to pass a personality test before three librarians, two of whom should be members of the training board or their representatives.

Mr. Bishop suggested the advisability of referring to the Executive Board for early consideration the question raised by Dr. Williamson's paper.

Miss Oberly urged prompt coöperation with the Joint Congressional Committee on Reclassification.

Continuing the program of the session, Mr. Adam Strohm, as a member of the Committee on Investigation of Salaries, discussed the report of that committee (see p. 71-ff of May *Bulletin*), elaborating certain points, emphasizing important features, and closing his remarks with a plea for adequate salaries in these words:

I assume that we must have in the library profession men who can mix with men, who are men among men, who cannot only get out printed recipes on how to make success, but can themselves make the appearance of really having a right in the open, among their fellow beings. We must have girls and women who are happy, who impress the graces of life upon those with whom they come in contact, who themselves are gracious, who seem full of zest and faith in their own existence.

Library trustees, chief librarians and members of the A. L. A., I think we all realize it and should act upon it, that the life that is worth living, the life that corresponds to the culture and civilization which we try to stimulate, that life cannot be lived on the paltry average income of $57 a month.

Mr. Root, being called upon as a member of the Salaries Committee, summarized salary conditions in college libraries, as had been dealt with in the committee report; and brought out the point that a decreasing percentage of college bred assistants was being attracted to library work in educational institutions, for the reason that such employment—representing a culmination of achievement in library work—commands remuneration below the initial compensation for instructors, and amounting to little more than the institutional rates for room and board.

Dr. Bowerman said that the work of the Joint Commission on Reclassification, intended to standardize salaries and grades for libraries in the District of Columbia, will have tremendous significance in setting standards for the country at large, and that the coöperation of the A. L. A. is desired in getting good salary standards fixed in the report of this commission.

Mr. Bowker suggested that a subject akin to salaries was that of pensions, and put forth the idea of having a report on pensions at the next Conference.

At this point Mr. Frederick C. Hicks spoke as follows:

I have been a member of the A. L. A. so long that Mrs. Carr threatens to make me a pioneer; I don't know just how soon that will come. I say this so that you may understand I am a friend of the A. L. A.; but at this moment I represent a small group of librarians here at Asbury Park known as the law librarians. We are, I presume, among those covered in this report as "miscellaneous." I have examined the report with care, and find no reference to the 760 law libraries in the United States and Canada, and very few of the state libraries or special libraries are represented. Many of these associations and groups of libraries are not represented upon the committees of the A. L. A., nor do they have an opportunity of presenting the facts as to their library work on the programs of the A. L. A. Perhaps that is difficult; but we come here each year in the hope that the essential unity of library work among special libraries, general libraries, college libraries, may be understood, and we wish to do our part in emphasizing that unity. Now the law librarians—speaking of them for a moment—are interested in salaries; they are interested in cataloging, in classification, in library administration, in bookbinding, in book selection, in making their books useful not only to lawyers, but to the world in general, and we wish to be included in the surveys that are made of library conditions. We wish when a committee is appointed to serve the United States from the library point of view, to have law librarians on that committee, or someone who knows the law library situation. We wish all of the special libraries to be so represented, and it may be that a comparison of the salaries of special

librarians, including law librarians and assistants, with those paid in public and college libraries, would materially assist in preparing an argument for increasing the salaries of public library assistants.

Now, we wish (and I say this not because I have been delegated to speak so—this is my personal point of view) when we come to an A. L. A. meeting we wish to have our large group of interests represented in the general surveys that are made, because we do belong to the library profession.

Mr. MONTGOMERY called attention to the lack of reports from some of the larger state libraries in Mrs. Sawyer's portion of the report, saying this detracted very seriously from its value.

Upon request of Vice-President BELDEN, Dr. BOSTWICK presented the report of the Committee of Five on Library Service (see p. 326).

Dr. Bostwick was asked whether, if the committee does not receive the $88,000 asked for, they propose to apply to some foundation which may feel it possible to appropriate the money. He replied that the committee had not formulated any such plan, but that if the amount is not secured as asked for the committee will try to get the money from some other source, and will leave no stone unturned to get it.

The fifth session was then adjourned.

SIXTH GENERAL SESSION

(Friday morning, June 27)

President BISHOP presided.

At the suggestion of the President, it was voted that the Association cable greetings to Dr. Herbert Putnam, general director of the A. L. A. War Service, and to Mr. Burton E. Stevenson, European representative of the A. L. A., as some expression of appreciation of the services of these absent members.

President BISHOP, in introducing the first speaker of the program, made the following remarks:

We have endeavored, as I said in my opening address, to make this a forward-looking program. Despite our efforts, much of the program has looked backward to the war work. The four military gentlemen who addressed us the other morning were to have talked, we hoped, about books and reading in the Army and the Navy in peace times in the future; instead, their hearts were so full of what was done during the war that they talked a great deal of our past work. Yesterday we devoted ourselves to a statement of some few of the actual conditions in our libraries. We took up certain very serious defects which the war had revealed in our resources, defects which we may well pause to consider very carefully, and toward the meeting of which every organized effort may be properly directed. We also took up two burning questions, those of training and salaries; and finally we listened to the plans for a survey of the conditions in American libraries today.

This morning we attempt the interesting task of looking into the future. We do not so much attempt to forecast it as to forecast plans on which we may ourselves work. We are not prophets, nor crystal gazers, nor seers, but we are folk who have to think as to how our work is going to develop. We have very pressing problems of the immediate future. Should we neglect them, or fail to meet them as they come, we certainly shall be false to the high standards of our calling. Hence the program is devoted not to just one or two subjects of library economy, but to the future of library work in America. I take great pleasure in introducing Mr. PAUL M. PAINE, librarian of the Public Library of Syracuse, New York, who will speak to us on

THE LIBRARY'S TASK IN RECONSTRUCTION

(See p. 117)

Mr. JESSE B. DAVIS, principal of the Central High School, Grand Rapids, Michigan, followed with a paper entitled

THE HIGH SCHOOL LIBRARY OF THE NEXT DECADE

(See p. 126)

The final subject of the morning was

REACHING ALL CLASSES OF THE COMMUNITY

(See p. 111)

Dr. JOHN H. LEETE, director of the Carnegie Library of Pittsburgh, who presented this closing address, spoke as follows in introducing his topic:

Before beginning the discussion of this topic I feel that a few words of personal explanation may be necessary. Two years ago I was brought, somewhat against my will, from a position in college administration, to library work. I resented it at the time, because it seemed to transfer me from a position, a bigger position, a

more difficult job, to one that was smaller and less promising. Two years of education under a most competent, able, energetic and what might be called educative staff, have persuaded me how very mistaken I was! To-day I am convinced that no professional field offers greater possibilities than library work. I am afraid, however, that I shall not readily acquire the professional attitude. My viewpoint is still largely that of the outside public, and it is from that viewpoint that I shall speak to you this morning. My only excuse for presenting such a topic, which is in a way a technical subject, in the presence particularly of those who are so much more competent than I to present it, is that this is the greatest question, at least greatest in my estimation, before the library of to-day.

I wish to add also that what I shall say is not intended in any way to oppose the side of our work that was presented so happily this morning by the first speaker on the program, but is intended to supplement it.

At the conclusion of the foregoing paper there were read, and adopted by a rising vote, memorial resolutions on the death of William H. Brett, librarian of the Cleveland Public Library, and Raymond C. Davis, librarian emeritus of the University of Michigan.

The text of the resolutions follow:

WILLIAM HOWARD BRETT

MEMBER OF THE AMERICAN LIBRARY ASSOCIATION, 1885-1918. ITS PRESIDENT 1896-97.

The untimely death of Mr. Brett terminated not only a life pulsating with constructive vitality and matured plans to serve his country in its mighty undertakings overseas, but it left all those familiar with his career and associated with him in a common task bereft of that stimulus and steadfastness we all receive from the example of noble endeavors.

He was a public servant of rare ability and extraordinary accomplishments. The span of his professional career reaches back to the year 1884, when he assumed the leadership in the Institution whose distinction is preëminent in the library history of the nation. In addition to developing the Cleveland Public Library to the highest degree of liberal usefulness, he gave unstintedly of his experience and enthusiasm to the welfare of the profession at large and was duly honored.

His services as president of the American Library Association, the organization of the Ohio Library Association, his appointment as dean of Western Reserve University Library School and his membership of the A. L. A. War Service Committee are some of the important milestones of his career.

His prodigious, noiseless energy and unflagging interest allowed him to serve on various important committees and afforded him time to give counsel and encouragement to others—incidents little recorded, forgotten by himself but forever treasured by the recipients of his good will and kindliness.

Untiring worker, careful observer, farseeing pathfinder, he was nevertheless modest, tolerant, ever ready to learn, to serve; never opinionated.

Whatsoever was clean and beautiful appealed to him. Any idea that would add something to life, that would make the high destiny of the individual and society reach a noble fulfillment, he would embrace with happy, contagious warmth, free from any thought of self-enhancement.

His courage was equal to his kindness. Magnanimous at heart, he would instinctively enlist and stand firm in any cause where self-respect and high principles were at stake. His the impulse to defend and protect the sweetness and high purpose of life against brutal egotism.

In the happy days of his patriotic service as camp librarian he heard the tramp, tramp of young America embarking on the transports to prove its manhood overseas, and the day was prescient with his anticipated duties "Over there," where he was to be at the service of the boys and share with them the light of a new dawn.

His memory will be as abiding as his message, "As we live, we teach."

ADAM STROHM,
R. R. BOWKER,
FRANK P. HILL,
Committee.

RAYMOND CAZALLIS DAVIS

MEMBER OF THE AMERICAN LIBRARY ASSOCIATION, 1878-1919

Raymond Cazallis Davis, a member of this body, died at his home in Ann Arbor, Michigan, on June 10, 1919, at the age of almost eighty-three years. Since 1878 he had been actively associated with the A. L. A. He was born in Cushing, Maine, in 1836, and passed his early life in that state and on the ocean, sailing in his father's ship. He was a student in the University of Michigan before the civil war, and became assistant librarian in

1868, librarian in 1877, and librarian emeritus in 1905. He was one of the very first in our universities to give instruction in bibliographies, and continued his courses until a very few years since.

Gentle and kind in soul, moderate in nature, but with all friendly, and helpful to generations of students. Loving books with the rare knowledge of a true scholar, he served his university and his library with single-hearted devotion. The Association puts upon its minutes its genuine regret at his passing, and its high sense of the value of his professional services and of his sweet and kindly character.

HENRY J. CARR,
WM. W. BISHOP,
Committee.

Upon request of the President, Mr. H. H. B. Meyer, chairman of the Committee on Resolutions, presented the following report of that committee, and it was duly adopted:

REPORT OF COMMITTEE ON RESOLUTIONS

Whereas, The booksellers and publishers of the United States, recognizing, in the calls for books made on them by the library war service of the American Library Association, an opportunity for patriotic service, responded thereto with prompt and hearty coöperation,

First, in granting discounts which amounted to an elimination of all profits;

Second, in giving precedence to A. L. A. orders over the orders received from all other sources;

Third, in accepting and filling small orders with the same promptness and dispatch with which they handled large orders; and

Fourth, in submitting, almost without murmur, to some unusual delays in the settlement of accounts, recognizing that an office staff hastily organized, constantly changing in its personnel, and extending its ramifications to all parts of the country, was entitled to some such consideration; therefore be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, New Jersey, hereby expresses its highest appreciation of the unfailing coöperation of the booksellers and publishers of the United States in carrying on its library war service, and that a large measure of the success attained would have been impossible without such coöperation, and be it further

RESOLVED, That a copy of this resolution to sent to the American Booksellers Association, to the American Publishers Copyright League, and further, that it be printed in the *Publishers' Weekly*.

Whereas, The American Library Association after two years of experience through its library war service is in a position to know, without a question of doubt, how great an influence for good among the enlisted men has been the direct contact with books, and how valuable expert guidance in their use has proven in connection with other welfare work; and

Whereas, There are before the Congress of the United States two bills making appropriations for the continuance of welfare work in the Army and Navy of the United States; therefore be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, New Jersey, hereby expresses its approval of these two bills and respectfully urges their passage at the earliest possible date, in order that there may be no chance for a lowering of the high morale which the military and naval forces of the United States have achieved; and be it further

RESOLVED, That copies of this resolution be sent to the chairman of the Senate Committee on Appropriations, to the chairman of the House Committee on Appropriations, to Major Jason S. Joy, director, Commission on Training Camp Activities, War Department, and to Commander C. B. Mayo, Bureau of Navigation, Navy Department.

Whereas, Investigations made by some of the most prominent members of the American Library Association have shown that salaries paid to library workers in the United States are inadequate to meet living expenses, and to compensate for the value of the services rendered; and

Whereas, The only way to meet the natural demand under present conditions for higher salaries for library workers, is to secure increased appropriations; therefore be it

RESOLVED, That the American Library Association strongly urge all governing or legislative bodies, federal, state, county, city, town or village to increase the appropriations for library salaries, in order to retain in the library service library workers who are forced by sheer necessity into other fields where the compensation constitutes a just return for scholarship and professional training; and further be it

RESOLVED, That the American Library

Association take every available means to give this resolution the widest publicity, especially among those controlling appropriations for library salaries.

RESOLVED, That at the close of the Forty-first Annual Conference, the American Library Association in order to show its high appreciation of the efforts put forth, hereby expresses its profound gratitude to all those who have contributed to making the Conference a success.

To those not members of the Association and especially to the Hon. Frederick P. Keppel, Third Assistant Secretary of War, to Admiral Albert Gleaves, to Colonel E. L. Munson, to Commander C. B. Mayo, to Major Jason S. Joy, and to Mr. Jesse B. Davis, who have come from a distance to address us, we tender our heartfelt thanks and assure them of our keenest appreciation.

To the state and local authorities and especially the librarians and to the local committee we express our gratitude for the many courtesies received.

On Mr. Lloyd W. Josselyn, editor-in-chief and managing editor of *The Use of Print*, and his colleagues, we bestow our appreciative thanks for the keen pleasure and the wealth of information the successive members have given us; and further be it

RESOLVED, That a copy of this resolution be sent to each of the gentlemen mentioned above.

H. H. B. Meyer,
Chalmers Hadley,
Sarah C. N. Bogle,
Committee on Resolutions.

At the request of the President, the following resolution which had been passed by the Council on June 26, was read by the secretary:

Whereas, There has been established and is in active operation in the Bureau of Education a National Library Service, which has furnished the libraries of the United States with valuable information concerning Government publications and affairs; be it therefore

RESOLVED, That the American Library Association endorses the work of the National Library Service and respectfully requests its continuance in the Bureau of Education; further be it

RESOLVED, That a copy of this resolution be sent to the Secretary of the Interior and to the Commissioner of Education.

Miss Maude Malone, a representative of the New York Library Employees Union, being given the floor by courtesy, although not a member of the A. L. A., inquired whether a resolution submitted by that union to the Committee on Resolutions of the American Library Association had failed to receive the approval of the committee.

At the request of President Bishop, Mr. Meyer, chairman of the Committee on Resolutions, stated that in view of the fact that a union in Washington, representing Federal employees, would take up a variety of points relative to employment, the Committee on Resolutions had restricted its consideration to the question of salaries for library workers, as set forth in the resolution which had just been presented.

Miss Malone then expressed a feeling that the resolution of the Library Employees Union should have received definite action in favor or disfavor.

Mr. Meyer than stated that the Committee on Resolutions had at the present time decided adversely upon the resolution of the Library Employees Union; but with the idea that some expression should be obtained from another source rather than that the resolution should necessarily be killed, had concluded to allow the Washington Union opportunity to consider the same.

A member of the A. L. A. here made the suggestion, as coming also from a member of the Library Employees Union, that the resolution of the L. E. U. be returned to that body.

The following resolutions, which had been passed by the Council on June 26, were at this time put to vote and endorsed by the Association:

The Council of the American Library Association endorses the Educational Bill (H. R. 7) introduced into the House of Representatives by the Hon. Horace M. Towner, and urges upon the Congress of the United States the early consideration and adoption of this measure.

RESOLVED, That the Council of the A. L. A., recognizing the urgent need for an International Bibliography of Humanistic Literature, cordially endorses the plan as outlined by Mr. F. J. Teggart;* and further,

---

*See Council, Second Session.

RESOLVED, That there be appointed an advisory committee of four to coöperate with the American Association of University Professors in supervising the preparation and publication of the bibliography.

The secretary read the report of the tellers of election, showing that the following officers had been elected:

REPORT OF THE TELLERS OF ELECTION

Total number of votes cast, 131.

President

Chalmers Hadley, librarian Public Library, Denver, Colorado. 131 votes.

First Vice-President

George H. Locke, librarian, Public Library, Toronto, Ontario, Canada. 129 votes.

Second Vice-President

Cornelia Marvin, librarian Oregon State Library, Salem, Oregon. 128 votes.

Members of Executive Board

(For three years)

Carl H. Milam, director, Public Library, Birmingham, Alabama. 124 votes.

Edith Tobitt, librarian, Public Library, Omaha, Nebraska. 124 votes.

Members of Council

(For five years)

Miriam E. Carey, field representative, A. L. A. War Service. 128 votes.

Bessie Sargeant Smith, supervisor smaller branches, Public Library, Cleveland, Ohio. 127 votes.

Phineas L. Windsor, librarian, University of Illinois Library, Urbana, Illinois. 127 votes.

Lloyd W. Josselyn, librarian, Public Library, Jacksonville, Florida. 128 votes.

C. C. Williamson, chief, division of economics, Public Library, New York City. 126 votes.

Trustee of Endowment Fund

E. W. Sheldon, trustee, Public Library, New York City. 127 votes.

President Bishop: A matter which has been agitated in the library press, and which has received very considerable attention in the hands of various members of the Association, will be presented for a minute for possible consideration, by Mr. Wheeler, of Youngstown—the question of coöperative book buying.

Mr. Wheeler accordingly spoke as follows:

I did not realize that I was to be called upon to present to you this matter, which has been termed the question of centralized book buying, but which to my mind is far broader than that, and which I should like t ophrase as centralized selection of books, centralized purchasing of books, centralized binding and rebinding of books in such shape that they will carry to the end of the life of the books without another rebinding; centralized publicity to get the books used, and in connection with that the coöperation or possible absorption of the staff of the A. L. A. *Booklist;* and in general, the centralized doing of all the preparatory processes of getting books ready for the public to use.

It may be that this plan has so many practical difficulties that it could not be carried out. However, it does seem to me to be so vital that we should at least investigate it, that I venture to propose to you a motion that the Executive Board of the Association appoint a committee of five members to consider the possibilities and the practical difficulties of carrying out this proposal.

The motion was duly concurred in.

President-elect Hadley was escorted to the platform by Mr. Belden and Mr. Ferguson.

President Bishop: Mr. Hadley, on behalf of the Association I tender you, sir, this gavel, as indicating the authority of your new office, with the best wishes from all of us for your great success in carrying us through the next year.

Mr. Hadley: Mr. President and fellow members of the Association: When the Nominating Committee proposed my name for this office I replied that it was an honor that should never be sought and a responsibility which I felt should not be shirked. I thoroughly appreciate this honor, and I wish to thank you by promising to give to the A. L. A. during the coming year the very best service of which I am capable. The questions before us which have been brought up at this one session are of sufficient importance to occupy us for several months. We can only arrive at a successful conclusion if we have the coöperation

of every member of the Association, which I ask of you on behalf of the new officers of this Association.

On motion of Mr. DANA, it was voted that the Executive Board be instructed to present at the next A. L. A. Conference a form of constitution, with by-laws, conformable at least in a measure to the suggestions contained in the address of President Bishop.

At this point Mr. BISHOP stated that, to avoid any misapprehension, Mr. Meyer desired a further word to be said relative to the matter of the resolution of the Library Employees Union, and summed up the manner in which the resolution had been received by the Committee on Resolutions of the American Library Association, which committee had decided to allow the Washington Union opportunity to consider the matter in question.

Mr. WHEELER moved that the resolution of the New York Union be voted upon by the Association.

Miss KELSO having then risen to a point of order sustained by President Hadley, Mr. BOWKER requested that the resolution be read, even though no definite action be taken upon it.

It was indicated that no copy was immediately at hand.

Miss KELSO emphasized that insufficient attention was being given by A. L. A. members to the fact that a Joint Commission was settling salary standards which would affect librarians throughout the entire United States, and suggested that a just conception of librarianship might not be within the realization of this commission.

Dr. BOWERMAN, in order to make clear the topic under discussion, then briefly explained that Congress had created a Joint Commission on Reclassification of Salaries, to classify the salaries of all Government employees in Washington, Federal and municipal (numbering 105,000); the Joint Commission being composed of three Senators and three ex-Representatives, who had engaged a considerable staff of experts, including persons representing library interests.

Dr. BOWERMAN further stated that it had seemed desirable that the A. L. A. should by resolution assign to some committee the duty of presenting to the Joint Commission on Reclassification a definite conception of the place and importance of the work of librarianship and the need of its proper recognition upon salary rolls, and that the resolution presented relative to salaries (intended to cover this matter) might be made more specific, if thought inadequate for a hearing before the Joint Commission.

He then moved that the Committee of Five on Library Service be instructed to present to the Joint Commission on Reclassification its ideas of librarianship and requisite compensation for library services, especially since the effect of the work of the Reclassification Commission will doubtless have wider bearing than will pertain merely to library interests at Washington.

A member here stated that there was scheduled to come before the Executive Board of the A. L. A. the matter of having a special committee to look after the Resolution on Salaries, and to put the resolution into the hands of governing bodies making appropriations for library purposes.

Mr. MEYER, as chairman of the Committee on Resolutions, at this juncture explained that his committee had endeavored to reduce the various resolutions in its hands to as brief compass as possible; and he further said that, after pointing out that library salaries are low, and going on record as urging appropriating bodies to increase such salaries, he would consider additional recommendations as perhaps encroaching upon local details.

Mr. BOWKER moved, as amendment of Dr. Bowerman's motion, that the Executive Board be requested to appoint a committee which shall present to the Joint Commission on Reclassification the Salary Resolution already passed.

The motion of Mr. Bowker was concurred in, Dr. Bowerman accepting such amendment to the original motion, with the suggestion that the Committee of Five

on Library Service be called into cöoperation with the prospective committee.

The resolution of the New York Library Employees Union, the reading of which had been previously requested, was then read by the secretary, as follows:

Whereas, The present low and inadequate salaries paid to librarians in the public libraries are due solely to the fact that all of the rank and file in the work are women; and

Whereas, All the highest salaried positions are given to men by the board of trustees; and

Whereas, The present policy of library boards is to remove women from all positions of responsibility and largest financial returns, and replace them with men only, and

Whereas, This discrimination is based on sex, and not on any superiority of intelligence, ability, or knowledge on the part of the men appointed; therefore,

BE IT RESOLVED, That we are against this system of removing women without reason, and are in favor of throwing open all positions in library work, from Librarian of Congress down to that of page, to men and women equally, and for equal pay.

President Hadley announced that upon examination of the by-laws it appeared that, under a three-fourths vote of those present at any meeting of the American Library Association, the Association could decide to consider and report upon a question without previous reference to the Council for report and recommendation.

Mr. Wheeler urged that the Association record action upon the L. E. U. resolution in order to disarm the possible criticism that a small number of persons renders decision upon A. L. A. matters.

Miss Tyler at this point spoke upon the substance of the L. E. U. resolution, and declared that American women librarians are carrying their fair share of responsibility, and they desire the men members of the Association to realize that the women understand the men have no thought of crowding women out of the profession.

Mr. Bowker followed with an especial protest against the preamble of the resolution, which states that women are discriminated against by boards of trustees.

It was then moved and seconded that the rules of the Association be suspended and that a vote be taken upon the adoption of the resolution of the New York Library Employees Union.

The rules were so suspended.

The question of the adoption of the resolution of the New York Library Employees Union being duly presented, the Association rejected the resolution by a vote of 121 members against one.

There being no further business to come before the Association, the Conference was adjourned *sine die*.

EXECUTIVE BOARD

A meeting of the Executive Board of the American Library Association was held in the New Monterey Hotel, Asbury Park, N. J., Friday afternoon, June 27, 1919.

Present: President Hadley, Misses Doren, Eastman and Tobitt, and Messrs. Hill and Milam; also Secretary Utley.

Program for Enlarged Service

The following resolution, drawn by a member of the board, was read and unanimously adopted:

Resolved, (1) That the Executive Board recognizes the responsibility of the American Library Association to encourage and promote the development of library service for every man, woman and child in America.

(2) That a committee be appointed to consider the various reports and suggestions concerning the future work of the Association; to prepare an enlarged program of American library service; and to make a report as soon as possible with recommendations—these recommendations to indicate which features of the program are of immediate importance and to be accompanied by definite plans for the inauguration and financing of the work.

(3) That this committee consist of two members of the Executive Board, who shall have power to increase their numbers to five and to appoint advisory subcommittees.

(4) That the committee be known as the Committee on an Enlarged Program for American Library Service.

Committee Appointments

On motion of Dr. Hill it was

Voted, That the president be empowered to appoint the various committees for the ensuing year.

Committee on Importations

Dr. Hill having presented, in writing, his resignation as chairman of the Committee on Importations, it was, on motion by Mr. Milam,

Voted, That the resignation of Dr. Hill as chairman of the Committee on Importations be accepted and that the appointment of his successor be left to the president.

Midwinter Meetings

The question whether or not to hold the customary midwinter meetings (which have been omitted the past two years because of the war) being under consideration, it was, on motion of Mr. Milam,

Voted, That the midwinter meetings be held this coming winter in Chicago.

Meeting Place for 1920

The subject of meeting place for 1920 was informally discussed. The secretary stated that he had received invitations from the Chambers of Commerce in the following cities: Chicago, Cincinnati, Detroit, Kansas City, New York and St. Joseph. It was the sense of the board that no place east of the Allegheny mountains should be considered. Formal action was postponed until a later meeting.

Plans for Library Training

The Association, having referred to the Executive Board for further consideration the plans for a board on library training, as outlined by Dr. C. C. Williamson in his paper read before the Association (see p. 120, the Executive Board took the matter under consideration, Dr. Williamson sitting by invitation with the board to participate in the discussion.

It was, on motion by Mr. Milam,

Voted, That the plan of Dr. C. C. Williamson, set forth in his paper on "Some present-day aspects of library training," be approved in general and referred to the Committee on an Enlarged Program for American Library Service for early consideration and report.

Plans for an International Bibliography of Humanistic Literature

The Council at its meeting on June 26 having voted, after hearing Professor F. J. Teggart's plans for an international bibliography of humanistic literature, that an advisory committee of four be appointed to coöperate with the American Association of University Professors in supervising the preparation and publication of the bibliography, the Executive Board expressed its approval of this action and

Voted, That the subject be referred to the president for action.

Rate for Rural Delivery of Books

A communication having been received from Mr. A. L. Spencer, Greenwood, N. Y., requesting the Executive Board to endorse for the third time a plan for a cheaper local rate over rural delivery lines for public library books, it was

Voted, That the Executive Board of the American Library Association for the third time endorses the plan of a local flat rate over the rural delivery lines for public library books, the present parcels post rate in the local zone, while most favorable for commercial parcels, having been found inapplicable for this great educational use; and that it strongly recommends that this plan be fully considered by the postal authorities at Washington at the earliest convenient time.

Supplementary Budget

The Secretary presented a supplementary budget in the sum of $1,383.65, which had been approved by the Finance Committee, and upon his recommendation it was voted that the funds be applied to the following appropriation heads:

Bulletin	$ 300.00
Conference	50.00
Additional services	250.00
Supplies	250.00
Postage, telephone, etc.	250.00
Miscellaneous	50.00
Contingencies	83.65
Travel	150.00
Total	$1,383.65

On motion of Mr. Milam, it was

Voted, That the secretary be authorized to transfer money from one appropriation head to another in the budget at his own discretion.

Coöperative Bookbuying

The Association having requested the Executive Board to appoint a committee of five to consider the subject of coöperative bookbuying and to report to the Association, it was, on motion of Mr. Milam,

Voted, That the president of the Association be empowered to appoint a committee of five to consider the subject of coöperative bookbuying, and that this committee be instructed to make at least a preliminary report as promptly as possible in order that it may be considered by the Committee on an Enlarged Program for American Library Service.

Revision of Constitution

The Association having voted that the Executive Board be instructed to bring in a form of constitution to the Association a year hence, it was, on motion of Mr. Milam,

Voted, That the president, secretary, and retiring president of the Association be appointed a committee of three to make recommendations concerning a revised constitution for the American Library Association, and that this committee make a preliminary draft in time to present it to the Executive Board at its midwinter meeting.

Definition of Librarianship and Statement as to Appropriate Salaries

The Association having recommended that the Committee of Five on Library Service and a special committee to be appointed by the Executive Board present to the Joint Commission on Reclassification their views on the work of librarians and on the salaries appropriate to the various library positions in the Federal and District of Columbia Governments, it was

Voted, That the Committee of Five on Library Service be instructed to coöperate with the Committee of the District of Columbia Library Association in presenting to the Joint Commission of Congress on Reclassification a statement as to the work of librarianship and as to the salaries which are appropriate for various library positions in the Federal and District of Columbia Governments.

Next Meeting of Board

Voted, That when the Executive Board shall adjourn it adjourn to meet not later than the September next meeting of the New York Library Association.

There being no further business, the Board adjourned.

COUNCIL

FIRST SESSION

The Council met on Tuesday afternoon, June 24.

The meeting was called to order by President Bishop, who announced as the subject for discussion, "Shall a permanent endowment be undertaken for peace time work of the A. L. A.?" The president stated that three five-minute talks would first be heard, upon "The need for taking advantage of our war time opportunities," and called upon Mr. J. I. Wyer, Jr., director of the New York State Library, who spoke as follows:

I will tell you in advance, that you may be assured of the impartial character of my five-minute contribution, that no questions have been asked of me as to which side I would be on, and I don't know whether the other five-minute speakers are affirmative or negative; nothing has been said. I have been spending a good deal of time, listening right and left, and asking questions, to discover whether there were objections to or approvals of this endowment plan, and I have heard a good many things, and have made up my mind; my mind is this, that I am in favor of it first, last, and all the time. I have seen in the report of the committee of which Mr. Brown is chairman, and in the program, and other places, lists of activities that the Association might well engage in if it had the funds. I may not approve of all of those items there set down, and I may feel that some are far more important than others. That is my opinion. But there can be a program, necessary, wise, imperative, almost, if the American Library Association is to fill its proper niche in the development of the spiritual things of this country; there can be such a program that will, I am sure, be approved by

all members of this Association. The single item of publicity alone, in its various ramifications, would be a sufficient program for this Association, if there were no other.

I have listened to some objections, too, as to this, and none of them seems to me convincing. They chiefly harp upon the difficulty of carrying through an enterprise like this without the spur which the war and the patriotic motives back of the war provided in our campaigns for funds for war service. It seems to me that that very campaign for war service—the money that was raised—the work that has been done and the way it has been done in the last two years—furnish sufficient answer to those who object on account of conditions not being favorable for this work.

Here is the last contribution to my five-minute address. Of course I am sure it will be evident that it is not mine, when I read it, but in all fairness I want to say it has been "cribbed." It is, "It can be done."

Mr. Wyer was followed by Miss Theresa Hitchler, of the Brooklyn Public Library:

Mr. Wyer's talk has made it unnecessary for me to talk my full five minutes; I can reduce it to almost one. I can repeat in part what he has said, except that I have not heard what I should call actual objections. I heard discussed perhaps the inadvisability of starting this fund right now, or the advisability of going about it in a different way, perhaps, but I have not heard any objections, and I feel in a sense I have been honored by having people come to me and very frankly stating what they thought might be done or what they thought would be a difficulty in the way. I think if all of you had had the privilege I have had of standing on both sides of the fence, so to speak—in the enclosure and out—you would not hesitate for one moment to say most emphatically that certainly there ought to be a fund of some kind. I am not a sufficiently good business woman to say whether we ought to have an endowment fund. I would be perfectly satisfied, for example, if the Government, or some other well-meaning person, would give us an annual income of $100,000 to $500,000 for a stated number of years, but I do think that if the A. L. A. is not going to sink back and become a reactionary institution it ought to go right on and continue where it left off with the library war service. If you had read but a small number of the letters I have received from all parts of the United States, from little bits of towns that never before, I believe, knew there were such things in existence as books and libraries, and heard the pleas that they made, or read the pleas that they made in these letters, to "please continue this work after the war," or "please send them books now for a regular library, because their soldiers had almost all been discharged and they could not possibly continue to disappoint them," you would feel that having given them an appetite for books, we must satisfy that appetite, and you would not hesitate to say, "We must have a fund of some kind to carry on this work!" It is not fair to the many that we have served, and in whom we have aroused an appetite for books, to snatch this mental food from them, at this particular time.

I am going to conclude by just quoting something that a professor wrote to me in a letter on this particular subject. "Hitherto as an organization," he said, "our development has been mainly intensive, and directed toward itself and the libraries it has cherished. Now splendid new fields are calling for our immediate attention." I do not pretend to say just what these new fields should be, because I think that needs a great deal of thought and a great deal of consideration, but I do think that a great many of the objectors—conscientious objectors—in the Association will be perfectly satisfied if we can present to them a very clearly outlined and detailed plan of what we mean to do, how we mean to get the money, and how we mean to spend it after we have it. I don't think really there will be one member of the Association who at the end will object to the fund, or what we mean to do with it.

The third speaker of the preliminary part of the program, Mr. Hadley, librarian of the Denver Public Library, then said:

Mr. President, I too am in favor of a campaign which we hope will result in a fund to carry on the work which has already been started. Most of you, I suppose, have read the preliminary report which is in print, from the special committee which met in Buffalo. I find myself agreeing in most particulars with this preliminary report. In the first place I think in case the campaign is conducted, it should not be a popular campaign such as we have had during the war, but it would have to be a campaign in an attempt to reach the people we think ought to be interested.

I find myself differing in judgment from the committee's report in which it favors a campaign for a fund to last five years, with the suggestion from the committee that we will then have something to show

in a future campaign for a permanent A. L. A. fund.

Personally, I think it will be just as easy to secure a permanent fund now as it will five years hence and in many ways, I think it will be easier. For instance, if we have a fund for five years and do a certain amount of work and then go before our monied friends and try to tell them what we have done, we will be at a disadvantage because what the A. L. A. does, is not the kind of work that can be well shown by statistics, since this is an educational work. If this Association cannot make a sufficient showing through what it has done in the way of war work, I do not think that five years' work will help us out to any great extent.

There are so many things to be worked out, I can't go into detail at this time; but the question whether there is to be a fund or campaign within one month, six months, a year—we have to decide now. I personally am for the fund; I think we will get the fund, and I think our past experience has shown that we can do it.

President Bishop: These considerations are general. We come now to particulars, to a selection from among the many items which have been proposed, and showing the things for which the American Library Association needs money. I may say that this selection is a very severe one. There were presented to the program committee some twenty-five or thirty different heads from which we have selected five for consideration, in order not to overburden the program. One or two things have been left off which may be even more important or fully as important as those which remain. This must not be considered an invidious or deliberate omission. The first of these items to be considered is "Greater publicity — coöperative publicity — employment of a publicity expert," and I shall call upon the chairman of the Publicity Committee of the American Library Association, Mr. Rush, librarian of the Indianapolis Public Library.

Mr. Rush accordingly read the following paper:

To be, or not to be, is no longer a debatable question in library propaganda. We have had library publicity thrust upon us! A great war attended to that (and thereby saved us twenty years of ordinary effort in acquiring a desire for it, or even a vision of its possibilities). Suddenly it was spread out before our dumfounded, unbelieving eyes, and, almost before we realized causes or events, we were plunged with a hopeless do-it-or-die feeling into two great financial and several book campaigns based on publicity, and came up again on the right side of the ledger quite surprised to find that our local institutions, and our national organization as well, had become interesting in a nation-wide way.

This publicity, like unto a great torch, was signaling to the world the need of greater knowledge and wisdom among men. Perhaps it was flaming brightly before most of us realized the national and local need of its light. Nevertheless, no longer are our cause, our aims, our hopes, our ambitions entirely unknown. He who has run has read somewhat of the American Library Association and its library war service and of special library service rendered by libraries throughout the country in the field of practical vocational literature.

This great torch has become a powerful instrument in our hands. We are face to face with its future use. We are conscious of its wide-reaching benefit and influence, but we are wondering just what we shall do with it now that the war is over and whether it will fit peace times! (Or is it that we are not wondering sufficiently or efficiently enough about it?) Shall we hold it aloft in greater brilliancy, or indifferently lower it in the confusion of the reconstruction period and allow it sadly to flicker out? Are we content to rest on the temporary laurels of honor and dividends thrust upon us, or shall we "carry on" towards a far greater dissemination of the knowledge for which we are held responsible?

The war has taught us that a great educational program of publicity is now recognized as a feasible and proved method of extending library service; that people do read and obey posters, placards, leaflets, newspaper and magazine stories on educational topics; that advertising was necessary as a great step in the war period to obtain notice and that it will take a second great step in the peace period to hold the interest thus aroused; that a greater demand for further knowledge has been created and that advertising will be necessary to direct the demand to the sources of supply; that advertising creates good will, good will engenders confidence, confidence invites a larger volume of business, greater business insures larger appropriations and larger appropriations guarantee better results; and lastly the great war

taught us that library publicity is easier to gain than ever before and that we were blind to our opportunities in not striving after it extensively long ago.

Efficient library service is the efficiency of books raised to the Nth power. Books contain the untold power of worldwide ideas. Ideas hidden within a twenty-five per cent efficient library exert pitifully slight power—a power which, through publicity, may be multiplied a hundred fold. Publicity is the power which multiplies the power of ideas, of books, of libraries and of library service. Any librarian who will have none of it, who is indifferent towards it, or who is ignorant of it, is no longer a mere "keeper" of books containing ideas—he is a suppressor of ideas.

The great need of greater publicity, coöperative publicity and a publicity service bureau at headquarters is so evident that the citation of proof becomes almost ridiculous. If library service is to get in step with the educational progress which is now making such rapid strides forward, and if the library is an integral part of public education as we have been told sufficient times that it is, then it behooves us to develop our publicity program in a businesslike way. Seven thousand libraries, sixteen thousand librarians and forty thousand library trustees are engaged in library work in the United States, all working independently at decidedly similar work without the aid or benefit of a directing agency for their duplicated publicity. How pitifully amusing it would be to observe the struggle of the branch houses of a great typewriter company whose headquarters failed to furnish publicity suggestions and material to its local units! A library publicity service bureau is the logical way and the economical way to meet the situation confronting us. Library war service has demonstrated that librarians can coöperate on a businesslike basis. A central publicity bureau will furnish librarians the best possible opportunity for practical coöperation.

What service can such a publicity bureau render, under the direction of a librarian having adequate publicity knowledge and experience, assisted by an advertising expert skilled in the technical side of the work? Here are a few of the most important inter-related items:

1—Prepare practical, cost-saving, coöperative publicity material of all kinds suitable for libraries regardless of localities.

2—Edit coöperative lists in attractive and effective form.

3—Give advice and suggestions to libraries facing publicity problems peculiar to different communities.

4—Prepare library service articles for any number of newspapers and magazines which would apply to practically any community.

5—Obtain a surprising amount of national publicity for libraries through magazines and metropolitan newspapers.

6—Maintain a clearing-house for library publicity, investigating current library publicity methods worth adopting.

7—Devote special publicity attention to the need for more adequate financial support for libraries, thus answering the backward looking librarian who says his library does not need publicity since it cannot meet the present demands.

8—Prepare and arrange for exhibits of library activities.

9—Establish relations with national associations and business organizations for the benefit of local libraries and library service in general. (For instance, recently Mr. Mathew Wold, president of the Labor Press of America and assistant to Mr. Gompers of the Council of National Defense, has been informed of the service which libraries can render to industry and the various trades through technical books for working men. Consequently, he is sending a letter over his own signature to all secretaries of the American Federation of Labor and an article under his own name to all the labor press of the country. Both letter and article were based on a letter and article written especially for his use by the special publicity representative of the publicity committee at library war service headquarters.)

10—Maintain an information bureau service to individuals and organizations throughout the country seeking special information on library service.

11—Institute occasional intensive campaigns for greater A. L. A. membership.

12—Develop the plans of the A. L. A. Publicity Committee and arouse among librarians increased interest in library publicity and its extension.

Through such means we can maintain and create still greater public appreciation of library service. Public interest in and endorsement of an educational enterprise is an asset of inestimable value. Not only the results but the institutional character, personality and purpose of our work must be emphasized. We must create prestige and build good will for the entire organization, arouse public confidence in the library as an educational enterprise, interpret the service of libraries to the public and furnish humanized, dramatized reviews of library activities. A publicity

service bureau designed to inaugurate a nationwide educational program is the simplest, easiest, most practical and advantageous method to accomplish such results. We have long felt the great need of its service; thought, talked, dreamed and worked for its realization. It is now within reach. All conditions, except financial support, are favorable to the extent of being ideal. Its old and new opportunities are urgent and far-reaching in effect, its possibilities are almost unlimited and its power cannot be measured.

The past few months have seen great mantles of opportunity fall on our shoulders. What shall our future be? What problems have we to meet? What high mutual resolve and purpose have we before us?

Having eyes which have seen these great visions, our responsibilities spur us on to their realization. Individually and collectively to play a far greater part in the world's affairs than we ever before dreamed is our privilege and duty. Have we the courage and humbleness to meet them without side-stepping in cool indifference?

We need $75,000 to begin this program of education.

The audience is waiting! We are on the program. The American public has heard and read something about us, but with a short memory it easily becomes interested in other things. Are we going to stand up and play our part, or remain in the background?

We have passed through the fiery test of war. We are now entering the greater test of peace, bearing a torch which has been seen afar off. Shall it, or shall it not, flame even more brightly in peace times?

President Bishop then called upon Mr. Carl H. Milam, librarian of the Birmingham (Ala.) Public Library, to whom had been assigned the topic "Libraries for industrial plants, prisons, hospitals, merchant marine, coast guards, etc.," and he accordingly addressed the assembly:

Mr. Chairman, I will not have time to read the list of things I am supposed to talk about, but I am going to say a word about each. It seems to me that the American Library Association, whatever it plans to do, or however it plans to do it, should assume the responsibility of making itself the one big national organization which holds itself responsible for the development of library service, and for the provision of library service to all who may need it. That's a big responsibility, but who is going to assume it if we don't, and should it not be assumed by somebody? It may involve lots of money, lots of time, and lots of work, but it seems to me we should assume it, under the circumstances. In no other way can we feel ourselves really doing our job.

I have been asked to speak especially about industrial plants, and I believe that the American Library Association might assume the same attitude toward industrial plants that is assumed by the Y. M. C. A. Why should not the American Library Association go down to some little industrial town in Virginia, for example, where they have no libraries, but should have, and offer to establish libraries if they will buy the books; the Y. M. C. A. gets away with it; why shouldn't we?

The same with hospitals. Some of you know that the Public Health Service is taking over certain hospitals and will maintain them indefinitely at Government expense for soldiers, sailors, and marines, and for men of the merchant marine, as well as employees of the Public Health Service. I have a telegram here urging me to bring to the attention of the Association the needs of a hospital, begging us to take over the work for a few months, and guaranteeing that such work will be carried on as a Government proposition after that time has elapsed. Should the Association not be in position to meet such needs when they are demonstrated?

The merchant marine—they are industrial men, in a way, but they are in a peculiar situation. They start from Philadelphia or New York today and they may get back in six months, or they may not get back until they are discharged, after five years. Have they claims on Philadelphia; have they claims on Pennsylvania? Where can they get their reading matter if we don't furnish it? I am urged to bring before the Association the needs of these men for reading matter, and to see that they get it in some way. It makes no difference how; they ought to have it, we recognize that they are begging for it. Shall we turn them down, or allow the responsibility to be taken by someone else?

The coast guard—in war times this division comes under the Navy, and so is receiving library war service, but in peace times that will not be continued. I wish I had time to read letters from men who visited coast guard stations, one from an officer who has seen something of our service in the camps, telling of a station where they had not had such service for twenty-five years.

At lighthouses we found they had old books bought many years ago and never changed. Many of them were "over the

heads" of the men for whom they were purchased, and were never used. The men would appreciate a library of carefully selected books.

These are some of the things I was asked to bring to your attention as possibilities for the American Library Association.

President Bishop having called upon the secretary for a statement, Mr. Utley spoke of the present difficulty of offering aid from A. L. A. headquarters to localities where no state library commission exists, and mentioned as one need the re-publication of certain useful pamphlets now out of print, and the provision of printed matter to supplement correspondence dealing with requests from points remote from other assistance.

He also touched upon the possibilities of reënforcing the work of library commissions in states where the commission finds it impossible to meet requests made upon it; and alluded to the needs of certain classes of individuals, among them the workers in logging camps, and groups especially requiring technical literature but distant from a center supplying it.

President Bishop announced as the subject of the next address, "An adequate library survey; what it would accomplish—what it involves—what it will cost," by Dr. Arthur E. Bostwick, librarian of the St. Louis Public Library, and chairman of the Committee of Five on Library Service, and Dr. Bostwick thereupon spoke as follows:

Promptness and energy are excellent qualities. We can't do much without them. But if a man were told that it was his duty to start tomorrow for Timbuctu, and with the requisite promptness and energy, started off at once, without knowing where Timbuctu was, without knowing the direction in which it lay, without knowing how to get there, and without knowing how much it would cost, he would not get far. His promptness and energy would not avail him. It strikes me that this is the description of a good deal of the work that we librarians have been trying to do in the last 50 years. We have had the requisite promptness and energy, but we have not had the facts before us. There never has been, and there is not now, a body of definitely ascertained facts with regard to the work that American librarians are doing. If we are to start off and do anything whatever, and do it well, it seems to me that the first thing that we ought to do as a preliminary is to find what we are doing, and how we are doing it; and then we can give a little advice as to the importance and extension of the work.

Now, this work is going to be done somehow or other, because the president of the A. L. A. has appointed a committee for that purpose, and the committee has accepted the burden that has been laid upon them, and is going ahead; but it is the opinion of that committee that it is impossible for this work to be done adequately and completely without money. Exactly how we shall get this money, or whether we can get it at all, we don't know, but if it is decided to raise an endowment fund for the American Library Association, we are counting on receiving a small share of that to do this valuable and necessary preliminary work. Let there be no mistake; we shall go ahead with this work whether we have any money or not, but if we have to do it with volunteers, with the few hours or few minutes that hundreds of busy librarians can spare for it, it will not be done with the completeness and adequacy with which it ought to be done.

I want to give you an idea of the amount of money which the committee, after careful consideration, think will probably be necessary. We believe that the work of ascertaining everything that librarians are now doing over the United States will require at least two years of continuous investigation, and here is a budget for two years' expenditures, amounting to over $44,000 a year, or a total of over $88,000. We believe we should have, first of all, a competent director, a man who cannot be obtained for less than $10,000 for the two years, or $5,000 a year. He should have an assistant at $3,000 a year, or $6,000 for the two years. Clerical service, by which is meant chiefly typewriting and stenography, would cost $7,500. Traveling expenses, the little traveling which the committee would do could be done for $500 a year. We should have about six chief inspectors, one for each body of data that it is proposed to find out. That would cost about $20,000. We have allowed $5,000 for assistance, $12,000 for the traveling expenses of the director and the assistants, $10,000 for supplies and office expenses, $2,000 for rent and $15,000 for printing and publishing, a total for the two years of $88,000.

If this should seem to you to be a large sum, we can only say that the committee started on a basis of $50,000 and gradually

worked up to the present budget, it being thought that anything adequate and complete cannot be done under that figure. So there is the cost. We shall do it for nothing if we have to, but it cannot be done adequately and completely for less than that sum. A good many years ago the Rev. Dr. Slicer, one of the most clever and astute men that I ever had the pleasure of knowing, a minister in New York, told me a story. He said a woman who had lately lost her husband came to him in tears and said, "Dr. Slicer, my husband is gone. They tell me he is in heaven. Dr. Slicer, where is heaven?" He said he had never been so stumped as a clergyman in his life, but he quickly made the following reply: "Madam, I can best answer the question by giving you the experience of a friend of mine. He was in the Alps, and wanted to find a certain town. He met a herdsman on top of one of the hills and said, 'I want to go to such and such a town. Where is it?' The herdsman said, 'I don't know; I have never been there, and I cannot point it out, but if you will take this trail, I can assure you you will get there.' Now, I cannot tell you where heaven is, but I can tell you how to get there."

Now, friends of the American Library Association, I cannot, perhaps, tell you exactly the goal at which the committee is aiming, but I can tell you how to get there: GIVE US $88,000!

President Bishop next called upon Mrs. Elizabeth Claypool Earl, of the Indiana Library Commission, whose topic was "Extending library privileges to rural communities," and Mrs. Earl responded with the following remarks:

Of course I feel that this effort should be concentrated through the organizations of the state, and that we should concentrate the effort of the League of Library Commissions and the American Library Association on the growth and strengthening of commissions or other institutions circulating books in the states. The American Library Association should, in our opinion, have a department of library extension, with strong staff workers, and a commission on library commissions. Their duties should be to visit and study existing commissions, state libraries, traveling library systems, and states that need commissions.

Second, the Association should pass on to commission staffs, commissioners themselves, officials, legislators, and newspapers of the state in question any suggested changes in method, basic lines of organization, aim, personnel, or financial support.

Third, the A. L. A. should have information available for commissions on (1) matters of publicity throughout the state; (2) responsibility for professional training and standards; (3) needed legislation to strengthen the libraries of the state.

Fourth, the Association should act as a clearing-house for ideas on library work in rural communities—public libraries (county systems, township systems, stations versus wagon delivery; district supervision and book reservoirs); school libraries, taking in rural schools, high schools, and coöperation with town's public library, supervision of educational authorities or commission.

The primary aim of the Indiana Commission and the Indiana State Library is not to reach out and serve all the communities of the state, but to encourage the growth of local libraries which ultimately will serve every town and country district in the state. We have counties where we cannot "grow" a public library sentiment. We have library boards which sleep on, resenting any commission effort to arouse them to a feeling of responsibility for live library service in their own towns, to say nothing of surrounding districts. Commission workers on the staff of the A. L. A. would find some states similarly hard to work, perhaps, commissions that would not coöperate, but in the large, the results would be splendid. Strong commissions would not need help, but the weak, ill-supported commission would find it a constant source of assistance and suggestion. The states without commissions would be the particular charge of such a department and by working with the libraries of such states individually and through their state associations a local feeling of state responsibility could be developed which would get results.

Give the American Library Association funds for such a campaign of strengthening state organizations and work through these. There will be a development very similar to that which followed the introduction of the public library commission into the individual states. Not only will the number of bodies in charge of the state library work grow, but there will be a constant development of those already in existence which will correspond to the increase in strength and in area served, of the individual library when Commission organization, advice and standardization were made available. This method will strengthen library work in the rural districts of the country far more quickly and permanently than any attempt on the part of the A. L. A. to reach into the individual localities.

At the request of President Bishop the secretary read a report prepared by a special committee appointed to recommend to the Council some definite plan of procedure in the matter of expansion of A. L. A. work (see p. 338).

In the subsequent discussion Dr. Hill expressed a view that while the Association needed an endowment of a million dollars, this amount could be raised only by a general campaign, to inaugurate which would require $50,000 or more; and that to start such a campaign, holding in mind a financial result appreciably less, would be a method injurious to the Association; that for the present the public has had enough of money campaigns, and library trustees are reluctant to allow further time just now, on the part of their staffs, for other than local library work.

In fairness to the proposition, however, Dr. Hill agreed with the suggestion of Mr. Walter L. Brown, chairman of the special committee having the matter under advisement, that a committee should be appointed to consider further and report upon plans for securing endowment; and the speaker thought if necessary a year's time should be given before a plan should be presented for operation.

Mr. Dana then spoke upon the question as follows:

I hesitate to express the thoughts that came to me as I listened to the papers and discussion this afternoon; for my mind runs in rather critical channels and when I have occasion to express myself I seem to be often misunderstood. Perhaps that is one of the penalties for possessing a rather critical type of mind? But I will venture nevertheless to speak my mind on a few points, all of which do not bear directly on the question of endowment. They all do, however, have reference to remarks made this afternoon.

It is commonly assumed that ours is a very important organization in the work of distributing and guiding reading. We have about 4,000 members. Perhaps 17,000 would cover all library workers of every kind and grade. There is in this country a public school system, which, outside of colleges, universities and special and professional schools, actively employs about 500,000 persons in teaching people how to read and what to read. I call your attention to this contrast in numbers, with accompanying contrast in work done, because it is important that our organization orient itself, that is, note where it is in the world, before it undertakes a large new enterprise; and especially before it asks the public for a large sum that it may discover to itself its own greatness.

Our work is probably good; but to assume that it is relatively of great importance in the reading and teaching world is to assume too much.

I recently examined the last edition of a copy of Ayer's "Newspaper annual." If any of you feel that as librarians you are doing and have done a great work in the promotion of reading and in the guidance of reading, I suggest that you spend ten minutes in looking over this annual. You will find that the productive and directive power of the 17,000 persons in libraries is as nothing when compared with the like power of hundreds of thousands engaged in producing journals.

In the development of society this often happens: A certain organ is developed for a certain specified purpose, and fulfills that purpose. As society develops and changes that organ is less and less needed and less and less used. It ceases to do that which it formerly did. It is modified, or atrophied, or absorbed into the general system; and, as an active and working organ, finally disappears. Now, the library began many years ago as a collection of books, a collection first of a few written and then of a few printed things. Manuscripts and books were rare, and they were used by few; yet it was of the utmost importance that they be saved. The library was approved as a social organ to save the few books for the use of the few who used them. As time has gone on the function of the library as the preserver of manuscripts and books has become relatively of less and less importance. Printing is no longer confined to books. Things to read are countless in number, and some of them that are most ephemeral are in fact the most valuable. We have a thousand readers to-day for every score of readers of a few generations ago. The books of use to-day are chiefly the ones published yesterday. And they scarcely reach the library shelves before the ones published to-day are ready to take their places. Briefly, the whole system of informing the world through print has changed since libraries began. Indeed the whole system has changed so greatly since 1876 as to cause the library, as a conservator of books and a guide to their use, to occupy a very

minor place in society. Its old function of book preservation it retains; its later function of making all good print accessible to all seekers therefor is in large part usurped by scores of other agencies.

Look at Ayer's "Annual" for a moment and recall the activities in print distribution of the thousands of journals it notes and names; consider our school system and its work in teaching and guiding reading; then compare the work of our special social organ—the library—with that of these two (and I could mention others which are also great print-using guides and promoters) and I believe you will agree that what we now need is not an elaborate survey of our work, that we may do that work better by the light of that survey; but a study of the place of the library in present day society. Our special organ is not less active than it was; but its activities, no matter how effective in themselves, are relatively of far less importance than they were a few years ago. Probably we can do better work than we have ever done. It is quite possible that in the era of universal print-using that is coming upon us, the library can be of great value; but it is quite obvious that if it continues along present lines, it will, as a social organ, render each year a relatively smaller service to the whole social organism, and will sink in due course to the level of the outer ear and the caudal appendix in the human body.

We do not need a survey of library activities; we do need a study of the place of the library phenomenon in a print-using society.

An important change now taking place is closely connected with the subject of libraries in industrial plants which has been spoken of to-day. This change, which has been quite rapid in the past twenty years, has affected the men and the women of whom we generally speak as "working with their hands." These hand workers are coming into their own. They are, for the most part, gaining their new position in the utmost peace, soberly, and under the guidance of wise leaders.

My suggestion in regard to these people is, that if it is desirable that they have ready access to books, those books should come from themselves, being bought with their own earnings and made accessible on their own motion. By virtue of an efficient school system they should have within them a desire for the pleasure and profit books and journals can give; and, by virtue of an ample wage, they should be able to purchase them. Books should not be put into their hands as a charity from any outside body. They should not come from employers, as a charity or even as something which justice demands. The men who work in industrial plants should see to it that they get a sufficient wage to enable them to secure for themselves all the reading they need in the guidance of their work, in the improvement of their own several capacities and in the happy spending of their hours of rest. I say "should see to it" only as meaning that the world would be better off if they did see to it. It is a great mistake for an outside organization to go to the managers of an industrial plant and ask them to give to their employees a few books and journals with which to improve or refresh themselves. Such a proceeding tends to keep men in that position of quasi-dependence where they have been too long, and where, if the signs do not mislead us, they will not long remain.

The change in the social order already mentioned seems to ask of us—to ask of such of us, at least, as are public servants in tax-supported institutions—that we go direct to the workers themselves and say, in effect, "These book and journal collections of which we have charge are for everyone, and therefore for you. We can help you to their wiser use and can help you also to select wisely such books and journals as you and your associates may care to gather for private use or for a special collection adapted to the needs of all who work with you in your special plant."

We can safely assume that the coming workman will ask books of his public library—or buy his own.

We have had talk here of a survey, to cost $80,000, of conditions in libraries in the United States.

If we are to have a survey, it should be, first of all, of our own headquarters. Not of the persons there engaged in doing our bidding; but of headquarters as the center of our activities. We are talking to-day of asking for a large endowment to extend our work and to advertise our excellence and our power. We have had an endowment for some seventeen years, and have received from it and expended on publishing in those seventeen years, nearly $100,000. It would be difficult for you to show that in the seventeen years in which we have spent $5,000 a year on our publications, over and above receipts from sales, we have extended knowledge of ourselves to an extent worth mentioning.

We have published with the proceeds of our endowment a monthly list of the best

new books, with notes as to character and value. These notes were written with no reference to the demands of a business office and with no thought of advertisers. No better descriptive notes of like range and purpose have ever appeared in this country. But we have acquired no merit in the world of readers and buyers through their publication. We compiled and printed them at an annual cost of nearly $6,000 over and above the income from sales, and then we insisted on concealing them from the general public. We concealed them by their form, and their title, and by declining to advertise them. And now, having thus used for years an endowment of $100,000, we talk of asking for more!

The thing that stands in the way of efficient work by the American Library Association is primarily lack of brains on the part of its members: there is no use blinking that fact. If we are not doing good work as an Association, we cannot lay the blame for our failure upon individuals, save as just suggested, or upon our form of organization. But, it is very probable that if we were to change the form of our constitution, as your president suggested this morning, and put into the hands of four or five persons, or even as few as three, authority to conduct our affairs, and left them almost undisturbed in that conduct, we would get more good work done than we do now. We adopted our present constitution, if I am not mistaken, in 1902—seventeen years ago. The association was much smaller then than it is now. It was burdened with traditions of method and concerning the place of libraries in the world. The constitution we adopted was an outgrowth of previous ones, and carried over much of the old machinery. Obstacles to active and efficient work in the form of special committees and boards, and of limitations of powers, that had crept into the old form, were included in and made a part of the new one.

About ten years ago, I offered to the Association a form of constitution covering one typewritten page. I had had it passed upon by men of affairs, who said that if they were concerned with the organization and management of a body like ours, that was the kind of constitution that they would like to have. It was published in *Public Libraries* and presented to the Association; but received little or no consideration. In view of what I have said to-day, more especially in view of the admirable remarks made by your president yesterday evening on the need of a change in our fundamental law, I shall, if I can, cause this to be printed in our newspaper, *The Use of Print*, tomorrow or next day, and, if an opportunity comes, present it to the Association for consideration. A radical change in our constitution is the first step toward surveying ourselves, toward getting publicity that is worth while, and toward becoming a more efficient organization.

Mr. Tripp spoke in favor of a library survey as a part of the A. L. A. program of future expansion, and called attention to the present failure of both the libraries and schools of the nation to elevate the literary taste of the people above the mental food contained in the average Sunday newspaper.

Mr. Henderson suggested as the first step toward A. L. A. expansion a survey of library conditions throughout the country, to formulate definitely information upon which to base a campaign for money; and stated that, because philanthropy had provided generously for library establishment, the idea should not be allowed to gain that libraries are luxuries to be established from the beneficence of millionaires; rather should the library movement become a part of the education system—a matter to be dealt with through public legislation for the entire people, instead of for the benefit of private groups.

Mr. Bliss urged the county library system as the most satisfactory solution of conducting successful library work, rather than methods of working at longer range through traveling libraries and from state capitals as centers; and he voiced concurrence in the idea that the A. L. A. should not attempt to provide for individuals or for certain classes of people—whether segregated in an industrial plant or as soldiers or sailors— but should extend its work in strengthening libraries and library work in general throughout its field.

Miss Hitchler defended the establishment by the A. L. A. of libraries in certain industrial plants, with the argument that it does not always seem best to suggest to the starving that future legislation intends to serve them.

Mr. Brigham returned to the point of securing endowment, and claimed that publicity would obtain this; that by placing library service strongly in the public mind, a powerful campaign for funds would become possible.

Mr. Bowker closed the discussion with some general observations, concluding in these words:

The field of library extension is wide, and the only great national agency to push forward this work is the A. L. A. The great "Battle hymn of the Republic" ends with the stirring words—"His soul is marching on." The A. L. A. has found its soul in time of war; in the greater times of peace its soul should still be marching on.

Mr. Walter L. Brown then moved that the Council recommend to the Executive Board the appointment of a committee of not less than five to consider the question of an endowment for peace time work and to report within a year.

The motion, which was seconded by Dr. Hill, was concurred in.

The session was then adjourned.

SECOND SESSION

The second session of the Council, held on Thursday afternoon, June 26, was an open meeting, attended by about 300, in addition to a quorum of the Council.

The following five persons were elected to the Council by the Council for a term of five years each: Clara F. Baldwin, June R. Donnelly, Everett R. Perry, Alice S. Tyler and Purd B. Wright.

The secretary read a petition signed by members of the Lending Department Round Table, requesting that this body be made a section of the Association.

Voted, That a committee be appointed to consider the petition and report to the Council with recommendation, in accordance with the constitution.

Prof. F. J. Teggart, of the University of California, secretary of the International Bibliographical Congress, was introduced by the president, and addressed the assembly upon "Plans for an international bibliography of humanistic studies," speaking substantially as follows:

Humanistic literature embraces the studies centering around man. There is no index to this literature. The material is not available. It is on the shelves of libraries and is not being used for lack of a direct, immediate key to the material. We cannot understand the world outside if we think that all the knowledge in Europe and Asia is already to be found in the English language. We must pass on from "Poole's Index" to realize the extent of the literature available in all the languages of Europe, in relation to mankind not only in Europe but in all parts of the globe. We want to make the knowledge of man completely available for American institutions.

There are at least 2,000 periodicals not indexed in the *Reader's Guide* or in "Poole's Index" which would come within the scope of this humanistic index. There are 600 in French which would come within it. All this material should be indexed to be at the service of the American people in the great developments that are ahead of us. In 1914 there were being published in Germany over seventy-five indexes that came within the scope of such an index.

Lists have been unsatisfactory; (1) by the type of their arrangement it was hard to find things; (2) the divisions of the field represented by these different indexes have been such that it is hard for anyone using them to tell what he would find in them; there has also been a tremendous amount of overlapping; (3) many important subjects have been entirely ignored; (4) none of these indexes has been up to date.

The British Academy took up the matter of getting up a catalog of humanistic literature. The American Association of University Professors took up the question in 1917 and appointed a committee which did not come into active existence until the end of 1918, when the Association asked to take charge of the work and also to see if it could not be put into execution. The American Association of University Professors has in view our taking the leadership in the scholarship of the world.

The success of this problem turns entirely upon the coöperation of the libraries. We propose to prepare an international bibliography of humanistic literature in the sense that I have given to that term, but we propose that it should be through the joint offices of the American Library Association and the American As-

sociation of University Professors. My idea is that the A. L. A. should appoint a committee to coöperate with the committee of the American Association of University Professors in the preparation and publication of the bibliography.

The next proceeding is the vital step in the whole matter, and that is the question of finance. To get the index going in anything approaching a satisfactory form would take at least $25,000 a year. We propose that a maximum of any subscription to this index should be $500 a year. The real problem then comes up, what libraries are to subscribe to it.

Professor Teggart then explained that if more than twenty-five libraries should subscribe, the cost would be proportionately reduced. He also expressed the hope that subscriptions might be obtained from museums and other educational and historical associations, and that private subscriptions might be secured.

In conclusion he said:

The whole problem of getting this bibliographical enterprise on its feet rests upon the libraries. The professors of the country could help in the work but they could not directly help in raising or getting subscriptions to the work and this is a matter that the libraries should take up.

Mr. Keogh presented the following resolution, which was unanimously adopted, Mr. Carlton, Mr. Wyer and Mr Bishop speaking in its endorsement:

RESOLVED, That the Council of the American Library Association, recognizing the urgent need for an international bibliography of humanistic literature, cordially endorses the plan as outlined by Mr. F. J. Teggart; and further be it

RESOLVED, That there be appointed an advisory committee of four to coöperate with the American Association of University Professors in supervising the preparation and publication of the bibliography.

On motion of Mr. Wyer, Mr. Frank A. Vanderlip was made an honorary member of the American Library Association, in recognition of his valued services to the Association as chairman of its Library War Council and as its representative on the Committee of Eleven.

Miss Alice S. Tyler, director of Western Reserve University Library School, being called upon by the chairman, spoke on a bill now before Congress for the creation of a department of education with a Secretary of Education in the President's cabinet.

Having explained that the bill was introduced into the last Congress and is known as the Smith-Towner bill, Miss Tyler read portions of it, calling attention to Section 3, referring to the transfer to the department of education of certain offices, divisions or branches of the Government.

The speaker further said:

Our interest in this bill of course is our interest in the large field of education, of which the library is a part. The time has come when librarians should become articulate on this question of education. We have depended on the schools to define the word education and then we complain that the definition is too limited. It seems to me that now is the time for librarians to attempt to express in some measure our understanding of that great word, education. There is a unique educational function for the American library with its unequaled field which a democracy provides.

Having brought to notice Section 10, referring to the appropriation of five-tenths of the amount involved for the use of public, elementary and secondary schools for the partial payment of teachers' salaries and particularly for the extension and adoption of public libraries for educational purposes, Miss Tyler concluded by saying:

It seems to me that what the American Library Association at this time naturally wants to do is to stand back of this bill. The bill was introduced at the request of the National Education Association, which is standing solidly back of it, as is also the American Federation of Labor. The Federation of Women's Clubs actively supports it. I feel that we will do ourselves credit and encourage those who have charge of the bill, and especially those who are interested in having libraries included therein, if this organization shall through the Council approve of the passage of the bill. It is hoped there will be a bureau of libraries if the department of education is created. I wish therefore that we may have a resolution that will put this Association on record as approving of this bill.

Mr. Hadley also spoke in favor of the

bill, after which the following resolution was unanimously adopted:

RESOLVED, That the Council of the American Library Association endorses the educational bill (H. R. 7) introduced into the House of Representatives by the Hon. Horace M. Towner, and urges upon the Congress of the United States the early consideration and adoption of this measure.

Miss Edith Guerrier then being called upon by the chairman, spoke in regard to the National Library Service, briefly summarizing the work that is being accomplished in the furnishing to librarians of information relative to the assistance available to libraries in the publications of the various departments and bureaus of the Federal Government.

Referring to a bill now before Congress providing for the continuation and extension of this service, Miss Guerrier stated that she would keep the Association informed of the progress of this bill in order that librarians may secure for it all possible support.

At the close of Miss Guerrier's remarks the following resolution was unanimously adopted:

Whereas, There has been established, and is in active operation in the Bureau of Education, a National Library Service, which has furnished the libraries of the United States with valuable information concerning Government publications and affairs; be it therefore

RESOLVED, That the American Library Association endorses the work of the National Library Service and respectfully requests its continuance in the Bureau of Education; further be it

RESOLVED, That a copy of this resolution be sent to the Secretary of the Interior and to the Commissioner of Education.

The session was thereupon duly adjourned.

AGRICULTURAL LIBRARIES SECTION

A meeting of the Agricultural Libraries Section of the American Library Association was held in the ball room of the New Monterey Hotel at 3:00 p. m., June 26, 1919. About forty persons were present, including representatives from the agricultural college libraries of Indiana, Iowa, Kansas, Massachusetts, Missouri, Montana, New Jersey, North Dakota, Vermont, and West Virginia, and thirteen from the U. S. Department of Agriculture. Miss Vera M. Dixon, assistant librarian, Iowa State College, Ames, Iowa, presided as chairman. In the absence of Miss Lucy E. Fay, the secretary of the section, the chairman requested Miss E. R. Oberly, librarian of the Bureau of Plant Industry, U. S. Department of Agriculture, to act as secretary for the meeting.

The program comprised a paper on practical library service, containing helpful suggestions for those interested in library extension, a stimulating paper on bibliography, and the discussion of a practical plan for a coöperative piece of work of wide usefulness.

Miss Dixon sketched the accomplishments of the Agricultural Libraries Section since its first meeting at Mackinac in 1910, among the most notable of which was the bringing about of the publication of the *Agricultural Index* by the H. W. Wilson Company.

Mr. Milton J. Ferguson, librarian of the California State Library, presented a paper entitled

GETTING BOOKS TO THE FARMER IN CALIFORNIA

(See p. 137)

Mr. Ferguson described the county library system, the latest development in the state system, which includes all library activities, municipal, state and others, and which shows the energy, foresight and coöperative spirit, which the State of California exhibits in so many fields.

Miss Marjorie F. Warner, bibliographical assistant, Bureau of Plant Industry, U. S. Department of Agriculture, suggested for consideration

BIBLIOGRAPHICAL OPPORTUNITIES IN HORTICULTURE

(See p. 178)

This scholarly paper not only showed a thorough knowledge of the literature of horticulture, but also contained many interesting and stimulating suggestions con-

cerning methods in bibliographical research.

On conclusion of the paper a gentleman proving to be Dr. J. W. Harshberger of the University of Pennsylvania, introduced himself as a stranger attracted to the meeting by its program. He congratulated Miss Warner on her paper, and supplemented it by a brief account of interesting discoveries he had recently made by roundabout methods in seeking information requested by Dr. Sargent of the Arnold Arboretum, in regard to the Pierce brothers and their nurseries near Kennett Square, Pennsylvania, and also alluded to similar methods pursued in regard to William Young, Jr., whose rare "Catalogue des arbres . . . d' Amérique" (Paris, 1783), has recently been reproduced in facsimile by Rhoads.

Mr. Charles R. Green, librarian, Massachusetts Agricultural College, presented for discussion the subject of "A union check list of agricultural periodicals."

He dwelt on the desirability of a list which should make more readily available the present periodical resources of the agricultural libraries of the country, encouraging interlibrary loans and lessening the unnecessary purchase of little used material, and suggested the possible scope of the list, warning against yielding to the temptation to plan an over large project which it would not be possible to carry out. Should such a list include only periodicals on agriculture and its practically related subjects, such as horticulture and animal husbandry, or should it include also those on the related sciences, such as bacteriology, chemistry, botany, entomology, etc.? Or would it be best to issue no nation-wide check list, but for agricultural librarians to make an effort to have material of interest to them included in the various regional periodical union check lists which are in preparation or contemplation?

Miss L. K. Wilkins, chief of the periodical division, U. S. Department of Agriculture Library, led the discussion by describing the list of agricultural periodicals of the U. S. and Canada, compiled as a personal undertaking by Mr. S. C. Stuntz, formerly of the Library of Congress, later of the office of foreign seed and plant introduction of the Bureau of Plant Industry. The list, which is very comprehensive and in manuscript form, was purchased by the library of the U. S. Department of Agriculture after Mr. Stuntz's death in 1918. Miss Wilkins suggested that this list be used as a basis for the proposed union check list of agricultural periodicals, omitting the historical notes, and biographical sketches of editors.

Mr. H. O. Severance, librarian of the University of Missouri, said he would like to have the list cover periodicals on all sciences allied to agriculture, but the general opinion seemed to be that it should cover only those on agriculture and the branches of agriculture such as animal husbandry, dairying and horticulture, not those of sciences of interest to agriculture.

Mr. H. W. Wilson, president of the H. W. Wilson Company, described the methods being employed in making up the union check list of periodicals of the central states, and Dr. C. W. Andrews, librarian of the John Crerar Library, stated that they would waive exclusive use of the slugs and would gladly give those for agricultural periodicals to this section, if an agricultural check list were undertaken.

After further discussion, a motion was made to ascertain whether the section thought it desirable to undertake the preparation of such a list, on the coöperative plan. The motion was carried unanimously. Mr. Severance then moved that the chair appoint a committee of three with power to act, and to decide upon methods of compiling and publishing a union check list of agricultural periodicals in libraries in the United States. It was understood that the committee was to make the final decision as to its scope. The following committee was appointed by the chair: Charles R. Green, chairman, H. O. Severance and Lydia K. Wilkins.

In accordance with the report of the Nominating Committee the following

officers of the section were elected for the coming year: Chairman, Grace E. Derby, assistant librarian Kansas State Agricultural College, Manhattan; secretary, Elizabeth Forrest, librarian College of Agricultural and Mechanic Arts, University of Montana, Bozeman.

The meeting adjourned at 5:30 p. m.

EUNICE R. OBERLY,
Secretary.

CATALOG SECTION—TRUSTEES SECTION

The Catalog Section and Trustees Section met in joint session on Wednesday evening, June 25, Mr. Washington T. Porter, chairman of the Trustees Section, presiding.

The chairman and secretary of the Catalog Section being absent, Dr. George F. Bowerman and Miss Mary E. Baker represented that section in their stead.

The following communication from William Stetson Merrill, of the Newberry Library, was read:

To the Catalog Section of the American Library Association,
Asbury Park Conference:

When the plan was proposed of transferring to the H. W. Wilson Company the work of printing entries for serials formerly indexed on cards by the A. L. A. Publishing Board, some subscribers raised the point that users of the library expect to find everything brought out in the card catalog, and to divert any of these entries to a printed index would cause many users of the catalog to miss them altogether.

The obvious suggestion to meet this difficulty would seem to be, instead of spending money and labor in attempting to bring out all the literature in the library in one place, namely, the card catalog, to insert a printed notice in each tray of the catalog calling attention to the fact that much literature written by or about different authors, and valuable material upon nearly every subject, is to be found only by consulting printed indexes to periodicals.

I would like to ask for a show of hands upon the following two questions and to have the result recorded:

1. How many libraries represented here have such a notice inserted in or near the card catalog?

2. How many librarians and library workers here present believe it more practicable to insert cards in the catalog, even at a considerable expense and labor, than to attempt to guide users to other sources of information?

Respectfully scubmitted,
WM. STETSON MERRILL,
Editor Indexing of A. L. A. Serials.

To the first query of the foregoing communication one affirmative response was received; and to the second, nine responded affirmatively.

The following officers of the Catalog Section were elected for the coming year: Chairman, Charles A. Flagg, librarian Public Library, Bangor, Maine; secretary, Mary E. Hyde, instructor Library School of the New York Public Library.

Chairman Porter stated that consideration would be given to the report of the Committee on Administration (see p. 63 of *Bulletin*) as being of interest to both sections, and on request Dr. George F. Bowerman, chairman, read portions of the report of his committee.

Chairman Porter announced that the program of the evening would consider two general subjects, namely, the future attitude of libraries regarding literature designated during the war period as German propaganda; and the matter of union membership among library employees.

In the absence of Mr. Clinton Rogers Woodruff, the first speaker on the regular program, the chairman called upon Mr. Thomas L. Montgomery, librarian of the Pennsylvania State Library, and a trustee of the Philadelphia Free Library.

Mr. Montgomery spoke as follows:

There is something refreshingly democratic about an association such as the Trustees Section of the A. L. A. Its membership consists of two people, Mr. Porter and myself, and the membership list seems to have closed, although in addition we have as a runner-up Dr. Bostwick, of St. Louis, who is always willing to say what he thinks about trustees. When other trustees are asked to come together and discuss matters in which they should be interested, the lack of response seems almost unanimous.

I think it would be well to explain the mode of procedure of this section. About the 1st of March Mr. Porter gets busy and writes a letter in which he says, "Dr. Montgomery, do not forget that there is to be a meeting of the Trustees Section at

the annual Conference of the A. L. A.; see to it that you get a number of important trustees together to make addresses at that time." I write, at his direction, to a number of leading librarians, requesting them to see members of their boards, and with the exception of Mr. Bowker, no one ever turns up. The point is that the librarians feel that it is not worth while for the trustees to come to this meeting. No doubt that is true, for unless trustees come, as Mr. Bowker does, every year, and learn what there is in librarianship, it is not worth while. I have known a trustee to come to a meeting and learn something as to the proper running of a college library, and then worry the librarian of the free library for three years by what he has learned!

Trustees are of three classes, good, bad, and indifferent; but so far as I am concerned they could all be cut out. I have been a trustee for thirty years, and I know whereof I speak when I say that the average trustee is a pretty useless official. It seems to me when you find a person that is worth while as a trustee, he not only gets to A. L. A. meetings and fraternizes with the librarians in his own particular library, but goes still further, and makes it the object of his life not to embarrass, in any way, the person who has charge of the collection of which he is a trustee; but he must study to lift the various little annoyances that come to that man.

Now, in this connection, I do not want to speak about myself, but I think the members of this section are models in the fact that they stand back of the librarian in the midst of his troubles. There are things that occur in every library throughout the year that are annoyances, by reason of the fact that if the librarian handles them in a direct fashion he may incur the opposition of the people with whom he is associated. Those annoyances can be shifted to a good trustee, especially if he happens to be president of the board of trustees. A librarian is to be congratulated when the president of his board is a man like Mr. Bowker. For thirty years I have been doing such work, without salary, and have been practically assistant to the librarian in the city of Philadelphia.

I wish Mr. Woodruff were here. He has asked me to represent his views, but I can't do that, because I oppose everything that Mr. Woodruff ever thought of. He and I are antitheses on every subject. He is a model trustee, just the same. With Mr. Woodruff as the head of the finance committee, nobody pays any attention to accounts. Mr. Woodruff is one of the men who have to be active in that way. I wish the librarian to be active, and I like to back him up. I don't want to go into his business in any way; I just wish to assist him and encourage him; that is the sort of trustee I am.

When it comes to the question as to whether there should be trustees—I have come here from Harrisburg, where they dispensed with the whole board of trustees, and I think it is an excellent thing. When the law was presented to the governor, he said, "This is extraordinary and interesting." The only reason it was done was because the trustees were not necessary. It is not that boards of trustees are not good things under some circumstances; there are a great many cases where a great deal of money is in trust, and there are business affairs with which possibly the librarian is not very conversant; but when you have an ex officio board, you might just as well dispense with it. We had three members. Up to this last year I never saw any of them at a meeting except when they wanted information which could not be obtained in any other way.

There is another thing—the question of salaries. When they thought of doing away with the board of trustees in Harrisburg it seemed to be a good opportunity to take up this question. Perhaps I might say we have been injured, as all of you have been, by the withdrawal of a good many who went into the service. I am glad that with the advanced pay given to assistants generally, only two of our people left the force to accept higher salaries, although in some cases the offers amounted to three times what they were receiving; and one of those who left came back almost immediately. This loyalty should be rewarded, and that is a case where trustees can be of service. I am glad to say that the bill proposing to change other things, increases the salary of every employee, from lowest to highest in the institution, one-third over the salary paid last year.

I am not interested particularly in what is to be done with the German books. It seems to me the matter should be left to an appointed committee, to look over those books and decide what should be withdrawn and what might be put back safely at the present time. But in regard to that whole subject, I think it was splendid that the librarians responded as they did; they took no chances, but withdrew everything in their collections that had the breath of scandal upon it.

In regard to the last question, it seems to me that we need no union. If there is a federation of labor to join, it is the

A. L. A. I think on the whole the attitude of people with regard to librarians and the assistants has been such that they need no federation to protect them. The warm, personal interest on the part of everybody who has to do with these questions is such that the matter may be much more safely left in their hands than in the hands of a union. If there are wrongs, they should be fairly brought out and discussed.

The next speaker, Dr. Arthur E. Bostwick, librarian of the St. Louis Public Library, then addressed the meeting as follows:

I have no startling news for you tonight. I have not abolished my board of trustees, and I regret to say the salaries of my staff have not been raised 33⅓ per cent. I am told by the chairman that I am expected to address myself particularly to this question of library unions, and I want to say that so far as one may qualify by ignorance and inexperience to address himself to a subject, I am eminently so qualified. There is no union in my library. What I know about unions I know chiefly from reading certain articles in print and some in multigraph. I wish to say simply that this question seems to me to reduce itself to this: How far is it desirable for the members of a staff to take a more or less active part in the management of an institution? I think it is desirable that they should take a part. So far as I know, they are taking a more or less active part in almost every library.

The question is whether the lines along which this change has gradually been made during the past twenty years should be rudely broken in upon, and altered. I may say now, I am opposed to revolutions; I think that no revolution ever occurred that did not on the whole do harm. The only question is whether more harm would not be done by allowing things to run on as they are. Those revolutions that have been desirable have been a choice of evils. A revolution is desirable as a means of changing things where a minority, strongly entrenched, tyrannizes over the majority. It is then quite proper for the majority, by force of arms, to put itself into its proper place; but where there are proper means for a majority to assert itself, there is no reason for anybody to assert himself by force of arms. Whatever change is to take place in the method by which the members of a library staff have a voice in the management of their institution, that change should certainly not take place in any violent manner, or by force from the outside, or from above, or from below, or in any other manner.

I may not be understood, perhaps, when I say that there is a plan that has for some time been growing, a method by which the members of a library staff have something to say about the management of their institution. It seems to me that the members of our library staff, as I think of what they do, have probably quite as much to say about the management of their institution as the workers, we will say, in a Russian factory, under the soviet form of government, have to say about the management of that factory. I am inclined to think that the members of our staff have more than the workmen in that factory to say about the management. There is never anything done in our library of any consequence, of any vital consequence to the management of the institution, unless it is carefully considered by the members of the staff that have most to do with it. Almost everything that we do is entrusted first to a staff committee for careful investigation and report. It is ventilated thoroughly before anything is done. I believe that this general procedure is now followed largely in libraries in the United States, perhaps not in quite the same way in all libraries, but in a general way in all. In other words, we are following the lines of well-defined evolution, by placing in the hands of the members of our library staffs a very considerable portion of the say in the management of the policies of the library. As I said, I do not believe in revolutions; I believe thoroughly in evolution, and it is a very interesting evolution that we see proceeding among us.

I am opposed, therefore, to stepping in at this time from the outside with a more or less violent attempt to overthrow this line of evolution, and to substitute something else for it. What we are to substitute for it we have seen very clearly exemplified in other branches of industry. Although there is much that is good in what has been done elsewhere, I cannot say that I am sufficiently enamored of it to desire to see it introduced into the body of our library workers. Of course, if our library workers wish to do it, I know of no law, human or divine, which can prevent their doing it; I simply trust they will not. That is the way I feel about it, and as I have said, ignorance and inexperience qualify me, perhaps, to express an opinion. So far as I have one, it is before you.

The chairman next called upon Dr.

George F. Bowerman, librarian of the Public Library of the District of Columbia, who thus addressed the assembly:

This statement is intended to describe the facts of the Washington Public Library situation; it is not intended as an argument. I do not intend to make an argument for general unionism now, but to think out loud the things my experience with unionism in my own library have led me to think. Not yet decided as to the best policy, I do not want the A. L. A. to make the mistake of condemning unionism.

To give a few considerations on unionism as applied to the library, unionism is not a sinister force, but a conserving, progressive force, making for solidarity and progress of society—a movement for human brotherhood. It is not a disruptive force, leading to bolshevism, but a conservative force — too conservative, some labor people think.

Librarians have not been in touch with labor organizations and therefore have not been in sympathy with them. But our work is increasing through our industrial departments with and for the very classes of society that make up the bulk of union labor. The effort of union labor is toward better pay, better labor conditions, and shorter hours. Why? To have more time in which to live, more time for recreation and education, more time in which to read and use our libraries. Union labor wants better schools, better libraries, elimination of child labor so as to send children to schools and libraries. The American Federation of Labor at its Atlantic City meeting passed a strong resolution supporting scientific research. The American Federation of Labor is reaching out to get teachers of grammar schools, high schools and colleges, to get scientific workers of the Government (as well as other Government employees), to get librarians to form unions. Why? Through a partly selfish motive, perhaps, to help to make them more generally known and better considered; but also because they realize that they can help all these groups (all of which need help) and because by so doing they can best advance society, make the schools better, make the libraries better and make government more sound because based on sound research, and so make for the general well-being in which they also hope to share.

Is there anything wrong or sinister about this? Anything that we as librarians should fight? Is it not rather something in which we should join and participate?

I am not myself a member of the union. Frankly, of late I have not been able to give myself any very good reason why I am not, except that I am conservative and perhaps deterred by the old anti-union fetichism, a result of old class-conscious prejudice which my reason tells me has no validity. (Also I have never been asked to join.)

The point of my whole *Library Journal* article describing Washington conditions (which article originated this discussion) is that our union originated from the top —or close to the top. It was not an outgrowth of the activities of malcontents and soreheads. It did not start with members of the building force, or poorly trained assistants who had not been promoted because of poor work, but with the best educated and best trained members of the staff. It was not an anti-administration movement, but was started with the knowledge and consent of the librarian.

My present thinking is that in many libraries a union is not necessary, but that nowhere ought the library board and librarian to assume an attitude of hostility to unions. In most cases the library, if it really wants to advance through the means of having larger appropriations, especially for better salaries, might well promote the formation of unions, thereby getting union labor as a whole lined up to help the library in its efforts to give good service—efforts which are now so often thwarted by inadequate salaries.

Will this make for efficiency? American labor is not bolshevistic; it does not strive to level down to the lowest. It wants the best, to give the best and to get the best in return, for itself and for society at large.

Nearly all of the eight or ten members of my staff in attendance at this Conference belong to the union. I believe they are all good representatives of the best in public librarianship. Especially I am glad to announce that there is in attendance as Exhibit A, the president of our union, Miss Louise Endicott, a library school graduate, not at all the type usually thought of as a union officer.

Mr. Bowker, editor of the *Library Journal*, being called upon, then said:

President Bishop expressed regret, this afternoon, that certain handbills which have been distributed outside were not brought to the officials of the Association, in order that they might be distributed inside, because certainly there is every disposition on the part of this Association to obtain all the evidence there may be, pro and con, on any subject, particularly on a

subject of so much present interest. As I am on the program to speak, I want to ask that we shall first have that side of the discussion represented by "Exhibit A," from Washington, and also by a representative of the New York union, which I believe is responsible for what was distributed from the outside. I think we want very much to hear that side, and particularly I should be glad if whoever was responsible for what we had in this distribution would particularly explain what was meant in the resolution of the Federation of Labor by the "intolerable working conditions in American libraries."

In accordance with the foregoing suggestion, Miss Louise Endicott, of the Public Library of the District of Columbia, and president of the Washington Union of library employees, then made the following statement:

The association of which we are a branch is the National Association of Federal Employees, the latter organization being affiliated with the American Federation of Labor. In Washington we have about 30,000 members, I believe; they are scientific men, people who work in the libraries, and in all of the Government departments—the Departments of Agriculture, Interior, Treasury, Navy, Labor, War, Commerce, Post Office and State and Justice—as well as in the independent offices and establishments, such as the libraries in the District of Columbia. This organization was started only a few years ago, and I am quite sure that no one in Washington—none of the officials of the Government—feels that it was formed for any purpose except the good of the service. We have the interests of the library entirely at heart. Of course, we are librarians. I think that is all I should like to say.

Miss Maude Malone, although not a member of the American Library Association, was invited to speak in regard to the Library Employees Union of New York, and made the following remarks:

In answer to this invitation that the New York local should speak and explain the literature which we distributed here, I would say that we haven't any excuses to offer for what we print or how we print it. We are just beginners in the work of printing and we mimeographed our leaflets. With a little experience we hope to be quite good at that trade, so that we will have two trades—we will be librarians and we will be printers.

One of our most powerful motives for unionizing, and it is one of the most powerful motives, I suppose, in human life, is the question of subsistence, the question of salaries. Every librarian knows that our salaries are very bad. At first we were not so much concerned about where to put the blame for that, whether we should put it on our trustees, or the city, which appropriates the money to run the libraries. The question we were anxious to discuss was that our salaries were very bad. You see any other question, about whether George did it, or anyone, would take us from the main question of salaries and intolerable working conditions, which are interchangeable. In the economic meaning of the terms they are interchangeable. If one is bad the other is bad and you cannot have good working conditions with the workers sweated, and that is what librarians are, sweated labor. When the girls working at trades in New York City ask us what our salary is we tell them we get $50. They say, "A week?" and we say "No, a month." They just laugh at us. That is sweated labor in its worst form.

When the war came along our salaries, which had been poor, doubled in poverty. So we said to ourselves (I have been a worker in the library world for about nine or ten years and the other assistants equally as long)—"we have worked under boards of trustees for all these years. They are away from direct contact with us, and they have not improved our conditions or salaries up to now. The director is not always responsible; we know that he is bound by a good many things; he may be good hearted, undoubtedly he is good hearted in a good many cases, but still our conditions have not changed. It is up to ourselves to band together and make this fight. Nobody else can do it."

So we thought about the form our organization should take. Now we might have formed a staff association, but it would have had no force in it at all. Nothing special would happen.

We said to ourselves, "Just how do we connect up with any of the modern movements of the day? We believed that the labor movement was the nearest and most related body with which we could affiliate; so we became a trade union. The New York local was organized upon our request, by the American Federation of Labor. The Federation did not seek us out; we sought it out first. The first library union went to the Federation of Labor and asked their support, for two reasons: First, because we knew they

were a powerful body—that would be the material side of it; and the other side is that we believe that as librarians we are connected intimately with the labor movement because the workers furnish the greater proportion of our reading public and also because after all the talk about "professionals" you know librarians are workers. There are three ways of making your living, so I was taught when I was a child: Working, begging and stealing. I leave it to you which you would rather believe you are doing. We believe we are workers.

This idea that librarians are "professionals" as apart from other workers has been growing in the American public library group. This is, if you analyze it, a very undemocratic idea. I have never found a librarian who could tell me what she understands by being a "professional." In the old church times they put a halo round the heads of some people to distinguish them from others who were undoubtedly just as good as they were, so some librarians say we are "professionals" to distinguish themselves and set themselves apart from the great body of Americans.

We are now Americanizing the foreigner, we are using a great deal of time and energy doing so and teaching them American ideals, and yet the old American ideal, which is still alive, is that one person is as good as another. Yet these same librarians who are so busy with the foreigner come to these meetings and sit apart in little groups and say, "We are professionals, we will educate the great outside body of people who are not as good as we are."

This was one of the fundamental reasons why our local started, aside from the material advantage which would come from our fight. We aimed to leaven the whole mass of the library movement, to try to bring it more in contact with the great modern movements; for until our public libraries become more democratic they will not do much good.

Now there was another reason. We all know the large proportion of library workers are women. We all know that the women make up 90 per cent of the work ing force; that all the large, more important positions in the library world have been cornered by men. It is true. The union is going to change that.

Women enter always through the lower grades. The men never enter the service through that grade. Women may get as far as branch librarianships. Beyond that —I am speaking of New York, but it is much the same throughout the country—they cannot go. With one exception, and that an unimportant department, all the heads of departments in the New York Public Library are men, the director is a man, all the members of the boards of trustees are men. Selection of these upper officers is not made on the basis of superiority of intelligence or ability; it is simply made on the basis of sex. That distinction is gone from the political world, and it will go from the economic world.

When we first formed our union in New York City we were the first library local not only in the United States, but in the world. Boston came in as a close second, then Washington. Now we have another local in Philadelphia.

Dr. Bowerman said that he didn't think every library system needed a union. He seemed to think that only the cities where the financial aid came from the city officials needed a union; that when a library was strictly under private control of a board of trustees a union was not needed. But if you need a union in one library you need it in all. The money side is not the most important side. We also stand for union ideals. The workers need a union to prevent their exploitation.

Our New York Union was not started, as in Washington, from the top. We would say that this was a wrong way to start a working union for workers. Ours was started from the two lower grades, where the intolerable working conditions were felt very strongly, more strongly of course, than in the upper grades. We not only started from the two lower grades, but we made it a rule at that time that only those two lower grades were eligible for membership. We made this rule so we should be free to criticize our employers and administrators when we found it necessary to do so.

In some unions they allow the foremen to be members, but we did not do that at first. Later we amended our constitution, so that now a branch librarian or assistant branch librarian may, if she can get a unanimous vote of the local, become a member. We did this one year after we were organized. No one has ever been unanimously elected to membership.

Even the trustees, I think, should have a union. I understand there is more power going to be taken from the trustees. They need a union to protect them from the directors of the libraries. I don't know but that the trustees might come to us for membership.

I have here the annual report of our union, from which I will read to you:

"The Library Employees Union was organized in May, 1917, to unite all workers in the libraries of Greater New York, in an endeavor to remedy the particularly bad working conditions and wages of libraries, especially in the public libraries of the city.

"The union stood for the world ideal of the workers that only through the solidarity of labor could unjust working conditions be changed.

"The union has consistently and fearlessly fought the un-American spirit of caste among librarians. It is against the claim advanced by some people that librarians are "professionals."

"It declares that librarians are industrial workers in as high a degree as members of any of our allied trades.

"The Library Employees Union blazed the way, and at first was composed solely of workers in the two lower grades of library service in the public libraries of Greater New York.

"The union has declared for civil service for librarians. It did so because it believes that public libraries are public utilities and should be administered by the people through their elected officials.

"At present, our libraries are run by private corporations on public money, over which the city, state or federal officers have no control. This is an undemocratic form of government.

"The union has worked with both the Republican and Democratic administrations of New York City and has asked that the city take over the libraries and place them under civil service rules and regulations.

"All of the union locals in the five boroughs of New York City have been visited and the conditions of the library service have been explained to our fellow workers."

Two things we aim to accomplish in the library field: First, to have our union articles printed in *Public Libraries* and *Library Journal*. We hope to be given a place on the program of the next A. L. A. Conference.

And now about this "professional" idea versus the industrial or workers' idea. The union is not opposed to the professional idea, but we say that in such work as ours, where the greater proportion of the workers have been practically trained in the work, we say that these practically trained librarians should be for all examinations, promotions and appointments, from the lowest grade up to the Librarian of Congress, on the same footing as the professionally trained workers, then let the better one win.

At this point Mr. Montgomery inquired what proportion of the people in the New York Public Library were union members, and in reply Miss Malone continued:

One of the first rules of a union, an almost fundamental union rule, is that information as to the membership list is for union members only. When a union comes into a new industry like ours, when the idea is new in that industry, the pioneers are the ones who bear the brunt of it. Our union has protected its members as they come in.

You take the garment workers' strike in New York City last winter; do you think those girls that came out and stood in the front row of the battle could have gotten any position in their trade if they had lost their strike? Those girls could not have worked at their trade in New York City; in fact they would have been blacklisted all over the country. In this connection you must remember that library work is a highly centralized work and that all appointments and dismissals are in the hands of a few men.

In a library system not far from here a union was nearly formed by the workers, who also had intolerable working conditions, when someone subwayed the news to the director. He therefore said he was a worker and wanted to join the union. He was getting a high salary and they were getting $50 a month. They didn't see it his way, but he insisted, and so he finally succeeded in breaking up that union.

Miss Eunice R. Oberly, librarian of the Bureau of Plant Industry, Washington, D. C., here made the statement that the members of the Federal Employees Union in Washington, instead of maintaining secrecy regarding union membership, wore badges in indication of it.

Miss Oberly having further advanced a brief argument for the admission to unions of administrative officers, the discussion touched upon the discrimination against women in library work, claimed by the New York Union to be a prevalent injustice.

Chairman Porter then read the following resolution which had been passed by the American Federation of Labor at the suggestion of the Library Employes Union of New York:

Whereas, We believe that public li-

owned, controlled and administered directly by the state or city financing such library; and

Whereas, We believe the present low and inadequate salaries and intolerable working conditions in our public libraries are due to the fact that most of the libraries are under the control of private corporations who are not responsible to the community at large although they are spending the public's money; and

Whereas, Since the right of workers to organize in trade unions and to bargain collectively is recognized and affirmed by the United States government, that this right shall not be denied, abridged or interfered with by the employers of the library. Therefore be it

RESOLVED, by the American Federation of Labor in convention assembled at Atlantic City on June 9, 1919, That in the interests of the people and in order to secure good conditions for the workers, we declare ourselves in favor of civil service for librarians; and be it further

RESOLVED, That a member of a library union, to be elected by the union, be placed upon all committees having in charge library activities, in which union labor is asked to coöperate, such as the War Service Committee of the American Library Association; and be it further

RESOLVED, That a member of union labor be represented on all boards of trustees for libraries; and be it finally

RESOLVED, That we earnestly urge all locals to give all assistance possible towards braries are public utilities and should be the organization of these workers.

Mr. Bowker here requested that a representative of the Staff Association of the New York Public Library be heard from, and Miss Mary Frank therefore responded as follows:

Miss Malone has spoken of the Library Employees Union as "we of New York." You have been told that the number of members of that union is not available. About the same time that the union was formed, the members of the staff of the New York Public Library formed an organization called the "Staff Association." The purpose of the formation of that organization was to further the professional, economic, social and cultural interests of the staff. We realized keenly that the economic issue is the big issue that is very close before us. The Staff Association feels that there must be an organization in a great library system of workers to voice the sentiments of the staff. That organization was welcomed by the administration. Officers of the administration may join the organization. There is no discrimination against any member of the professional staff of the New York Public Library. You may be interested to know that there are 579 members of that association. That represents five-sevenths of its possible membership. The bulk of membership comes from the lower grades in the service. I haven't the figures here at hand; I did not expect to speak, and I cannot give you any more definite figures than those, that the Staff Association represents five-sevenths of the staff, and that anyone may join; also that the people in the lower grades constitute the bulk of the membership.

Now, it has been said that the Staff Association may be the organ of the administration. Let it be known that we take a perfectly independent stand. We believe in working with the administration in every way, and we have done so. We believe in working constructively, not destructively. We believe we can influence public sentiment to a large degree in a way that the administration cannot. For instance, two years ago, at the budget hearing in the city hall, we, as members of the Association, got our public to go down to the city hall and speak for us on the question of salaries, and our public filled that chamber. There were so many there to speak that they could not all be heard. They came because we asked them, from all branches of the city, and what increases in salary have come, have come through the constructive efforts of the Staff Association.

Undoubtedly there must be an organization where there is a large body of workers, and the purpose of that organization must be coöperation, not "fight." You have heard that word "fight"—"fight for your rights." We think we can work together; and that spirit is the dominating spirit of our Staff Association. We don't feel at present a need for federating with labor, so long as we can further the objects within our own organization.

Mr. Bowker then addressed the assembly as follows:

Mr. Chairman, I think we are all thoroughly glad that we have had this discussion, and it seems to me so serious a discussion that I shall put aside any pleasantries (although I hope what I say will not be unpleasant) and reverse the order of what I had in mind to say, because the perspective of the evening has changed, I think, with the recent words that Miss Malone and others have given.

I very sincerely tried to say something

to the credit of Miss Malone, and I am sorry she misunderstood. I believe thoroughly that labor, whether spelled with a large L or a small one, is as honorable, and entitled to all other good adjectives, as a profession. The difficulty that I see to-day is that the spirit of antagonism comes forward in most of the discussion such as we have heard just now.

I was to speak of library service, and I want to emphasize that library service means working with the hand, and with the head, and with the heart in a common purpose, and that with the most democratic ideals before us, for the benefit of every man and every woman who works with his hands, or with his brain, or, as most of us Americans do, with both together. What I should not like to see in our library organization is a sub-organization within the ranks of our workers which felt that all those who did not come into the organization were "scabs"; and that is the great danger, I think, to speak frankly, in the program which Miss Malone has outlined for us to-day. That lesson I learned more than twenty years ago, from no less a person than Mr. Gompers himself. At that time I was the executive head of a considerable industrial organization in New York, the Edison Company, and one of the first things that I did, having written a little book called "Economics for the people," was to put into practice what I had said in that book. I had not only a staff council but a labor council and promptly established an eight hour day. We had also a direct sharing of profits, so that the yearly wages of a man counted like the investment of the stockholder in the stock through a yearly dividend; and especially I gave the right of access to my office to any worker for any grievance that he could bring forward. That was all done with the most honest purpose, and I held also to this, that any American citizen had the right to earn his bread and butter whether or not he chose to belong to a labor organization.

Now, in our libraries, none of us trustees or administrators of any sort have a right to say that an employee shall or shall not belong to a union, or a staff association which is not a union. That is a matter for the private concern of the person; that is his individual and democratic right; I believe that that is the general sentiment within the library profession. I use the word "profession" advisedly. As I understand it, a profession is a calling which has standards of educated training which fit for that calling. In the callings of lawyers and doctors, the state intervenes in examinations, which test the fitness of members of those professions. We are urging that standards be set for our own profession, and a difficulty with the thought which Miss Malone has expressed is that the trained person, the library school graduate, is not to have an advantage above the person who has not had the special training.

But I was beginning to tell you what Mr. Gompers had taught me twenty years ago. There were threats of a strike in that industry. It was not a strike within our company, but our men, some of them union, and some not, were to be called out, because some other companies had done the wrong thing. I had a very friendly conversation with Mr. Gompers in which I said to him, "We have done the best as employers that we could see could be done for our workers, from the top to the bottom, from the bottom to the top; and why should we be harmed because other people have done wrong?" And a summary of what Mr. Gompers said was this: "There are two armies, one of employees and one of employers; this condition is a condition of war, and when a battle is on, anybody in the middle is apt to get hit. If the other companies were in the position in which you have put your company, there would be no question of industrial war, but as you are employers, you have to take your chances with the other employers." Now, to my mind, that was a spirit of antagonism entirely opposed to the true American spirit. I doubt if Mr. Gompers would say quite that to-day. I believe that in the American Federation of Labor there have been high ideals, high purposes; not only the desire to place opprobrium on economic war, but a desire to go beyond that, and establish new relations between the public and the American Federation of Labor.

I think the mistake of our friends of the union in New York has not been the mistake of understatement. Miss Malone said when she told the shop girls in New York that library girls in New York were getting $50 or $60, they held up their hands in horror. I think Miss Malone stated that the average salary in the New York Public Library, in the graded system, or at least among the library workers, was $600, and in this handbill which was given to us yesterday you will notice a comparison made between the starting salaries in the Chicago public library and the salaries in New York. Unfortunately, the ladies of the New York Union who prepared that circular had not taken the trouble to ask themselves and their associates

what their salaries were, because I think with the exception of apprentices and pages, below the graded system, there is no one in the New York public library getting less than the starting salary of $660, and the average, instead of being $600 a year, is $933. In Brooklyn it is $864.

I am speaking now in a very ragged way in the talk of the moment, and let me say right here, as to salaries, that I have not been able to see that there is any foundation for the claim that the salaries in New York have been influenced by the union. Those of us who are trustees have had as our chief problem for the past two years or more this question of salaries. We feel most strongly that the librarians of the country are an underpaid class. They should be paid at least as highly as teachers, and they are not paid with this class. I can say, I think, for every trustee, he is as anxious as the worker oı the lowest salary to have all library salaries put where they should be. I gathered from Mr. Bowerman's paper that a service of the Library Union in Washington had been to put a certain compulsion upon Congress, in connection with other Federal employees, to increase salaries. Now, that may not be criticized, but I think that should not be the main or single purpose of a staff association. They should take the broader ground, and Miss Malone has told you that after fighting the economic questions, the union proposes to go to other questions as well.

It is too late in the evening for me to go into discussion of the salary question in detail. Happily, in Chicago decided advances have been made, because, if I understand rightly, the authorities were enabled more than a year ago to add $120 to the salary of each worker in the library. That is certainly not too much. We are in a very curious position, economically. When the Civil war ended, we had a certain thermometric measure of value in the fact that we had paper currency, a very bad and dangerous thing at the time, which was at a discount of about sixty per cent, gold being 250 or more. Now we have not that disturbing element, and it is a great blessing to the country that we have had a method of banking which has prevented the disaster that might otherwise have come; but it looks as though prices and wages have both got on stilts. As a rule prices advance more rapidly than salaries, and the people who have most suffered under those conditions are the people in small and fixed salaries, like librarians; so much so that too much emphasis cannot be laid by chief librarians, by library workers, and by trustees, on the injustice to librarians of the present range of salaries.

Reference has been made to a third topic, which would properly have come into my address had I made a more formal one. That is the relation of library employees to the civil service. One of the statements of the New York Union was that the New York Public Library has no graded service, no proper efficiency ratings, no eligible lists open to inspection, and no this and no that, and no pensions. Now, it is true there are no pensions, but Chicago has been developing a pension system for librarians as city employees which is certainly a precedent for which we are thoroughly glad; but I want to say for the library systems of which I know most, the Brooklyn system and the New York system, that the merit system, which is the foundation of civil service reform, has been and is carried to greater perfection in those systems than by any federal, state or municipal civil service commission of which I know. I am myself a civil service reformer of the stoutest sort, and have been for I don't know how many years, even before I wrote with my colleagues on the committee the civil service plank in the Garfield convention of 1880, almost as long ago as the foundation of this Association. I believe thoroughly in civil service reform, and that means to me the merit system. Civil service reform was instituted to fight the politicians and the political methods of that day, when Jackson's theory, that to the victor belong the spoils, was rampant throughout the whole official system. That abuse has, as far as I know, entered not at all, or in the least possible degree, into our library system. I don't know of any organization, or series of organizations, which have been more free from politics, as a rule, and politics have been most dangerous, so it happens, where there has been an endeavor, as perhaps in St. Paul, to utilize a civil service commission to bring about the results which civil service reform was intended to avoid.

One thing more—the reference to women in libraries. I supposed that there was no profession in which women were more honored, or had a larger place, had more democratic control of their professional organization, than the American Library Association. I didn't know, for instance, that Miss Eastman was a down-trodden worker, under intolerable working conditions. There are a good many other ladies who I thought were in control of important public libraries. I am a member

of one board of library trustees in which half the members are women. I think it would be eminently proper if in our boards of trustees women were brought to the fore, as they certainly should be, and in the ideals which Miss Malone has put before us we can all heartily join. We all, trustees, librarians, and all library workers, are concerned in working together, with hand, and head, and heart, for the public service of every man and every woman. In our Association, in our profession, as I see it, woman is making her way up without compulsion, and the one exception I have to make to the spirit or the practice which Miss Malone has so eloquently, and with a touch of pathos, represented to us tonight, is that it develops a spirit of antagonism, whereas as I know it, the spirit of the library profession is one of abounding desire that we should all work together, inside and outside of libraries, in the ranks alike of labor and of professional men, every man and every woman, to bring about that highest ideal of the thorough unity, Americanization, and uplift of the American people.

Miss Kelso here spoke briefly of the need on the part of librarians of a clear realization of the place and importance of librarianship in the world's work.

Dr. Bowerman at this time was asked to reply to three questions: (1) What would happen in a library, within the district of the Washington Union, in the case of a sympathetic strike? (2) How would you get in an experienced worker from some other library or library school who was not a member of the union? (3) Could you have your own merit system, or state, or federal, or municipal civil service?

Dr. Bowerman accordingly responded as follows:

A sympathetic strike is unthinkable, in our kind of union. In the first place, strikes against the Government are forbidden by law; in the second place, it is one of the articles of the constitution of the National Association of Federal Employees, who are employees either of the Federal Government or of the District of Columbia Government, that they are pledged not to strike.

The second question is answered in this way: Of our professional staff, seventy-five per cent are members of the union; twenty-five per cent are not. There is no compulsion on the part of the librarian or on the part of the members of the staff. We have our staff committees. The other day we made up a committee to draft a statement for presenting before the Senate Appropriation Committee. Two members of that committee were members of the union; one was not a member. There is no discrimination.

In reply to the third question: The public library of the District of Columbia is not under the United States Civil Service Commission. There is a bill pending which I am afraid is going to pass, to put the library under civil service. We have a merit system inside of the library which I believe is more effective than the civil service system will be if it is introduced.

I hope that this body will not put itself definitely on record against unions. I believe that they are coming in some form, and I hope the kind of union we have will be the form these unions will take. There is absolutely no anti-administration spirit in our union. It might have taken the form of a staff association, to bring pressure to bear upon Congress to accomplish the purpose which the trustees of the library, and the librarian, were trying to accomplish. But the members of the staff felt that their union would be immensely strengthened if they became a branch of the National Association of Federal Employees, and have the 30,000 members of that body back them up, and also the whole body of the American Federation of Labor.

Miss Ahern, editor of *Public Libraries*, being given the floor, then spoke as follows:

Mr. Chairman, I have labored for library ideals in Chicago for twenty-three years. I have been just as close to the civil service in the State of Illinois and the City of Chicago as anybody else who has not been on some of the civil service boards. I am not going to say here that it is a mistake for librarians to join a labor union; but one of the things which has put me out of sympathy with the methods in New York City is that they are clamoring for municipal civil service there and are constantly pointing out the Chicago Public Library system as a shining example of what can be accomplished through municipal civil service control.

I have wanted to say publicly for years, that from my intimate knowledge of the situation in Chicago, I don't believe there is so great a detriment anywhere to real library service and library promotion and library salaries, as the state and municipal civil service as it touches the libraries of

Illinois. In so far as you may point out anything which has been done by the municipal civil service board for the Chicago Public Library you can only make a partial statement. The real facts are not generally known.

As to the increases in salaries in the state, as to the increases in appropriations for the Chicago Public Library which have come in the last few years, municipal civil service, or the civil service of the state, had as little to do with these as the person who had the least to do with it in this audience. The increased appropriations in the City of Chicago and for the libraries of Illinois were the work of the Illinois Library Association, backed by such friends as the members of the Illinois Library Association could bring to their help.

Further, I have intimate and correct knowledge of things that have been done in the name of civil service and by civil service reformers that are just as bad as anything that any politician ever did. I have worked with politicians and I know the civil service reformers. I don't mean that all civil service commissioners are under condemnation, but I do know that many of those who stand in the front ranks have violated in fact and principle the very things for which they talk so loudly and long in public.

I am tired of hearing persons in Boston, who are trying to put the Boston Public Library under municipal civil service, and I am tired of hearing those in the New York Public Library system who are in favor of municipal civil service for that system, point to Chicago as a shining example of what can be done by municipal civil service. It has nothing whatever to do with it. Whatever influences have come toward bettering conditions of service and salaries in the Chicago Public Library had inception and nurture and the work in carrying it forward from altogether different persons than those who are interested in municipal civil service.

Now, perhaps you know that the librarian of the Chicago Public Library is sitting here, and I ask him to say something on this subject without having any idea as to what he will say. Lest any harm come to him because of what I have said, I exonerate him from having any intimation of what I was going to say relative to conditions in Chicago.

Mr. Carl B. Roden, librarian of the Chicago Public Library, then said:

Miss Ahern, after fruitlessly trying to induce me to inject the question of the Chicago civil service into this discussion, made a statement that was so absolutely within the narrowest construction of the facts that I can very frankly concur in everything she said. I only wish to add that nothing that the Chicago Public Library has done in the way of increasing salaries is in any way due to the Chicago civil service commission, because that commission has not the least control over the disposition of the funds of the board of trustees of the Chicago Public Library. That is an independent taxing body, which secures an annual revenue through a state law, and which has absolute control over the disposition of the funds so obtained. The Civil Service Commission merely records the will of the board of directors in deciding that salaries shall be thus and so for the year, and cannot call that decision into question.

Incidentally, along this line, I should correct another statement with reference to the pension fund of the Chicago Public Library, which also has not the least shadow of relation to the civil service, nor its administration, being entirely organized on the initiative of the board of directors, and being so far responsive to them and supported by them as to receive annually from them the donation of the entire amount of fines collected in the library for the support of the pension fund for employees.

On account of the lateness of the hour, Mr. Edwin H. Anderson requested that his discussion of the future attitude of librarians toward literature classed as German propaganda be omitted from the program.

On motion, the meeting was duly adjourned.

CHILDREN'S LIBRARIANS SECTION

FIRST SESSION

The first meeting of the Children's Librarians Section was held on Thursday evening, Miss Caroline Burnite, the chairman, presiding.

"The immigrant's contribution to American culture" was the subject of an address given by Mrs. Anna Vostrovsky Capek, in which she traced briefly the origin and development of the Czecho-Slovaks, their long, weary struggle for religious and political independence, and the influence of Huss, Comenius and other great national figures toward the assertion of Czech nationality and the development of Czech literature. Mrs. Capek spoke of the effect of the war in increasing America's interest and knowledge of Czech history and culture, and urged that this acquaintance be still further increased, that we may realize more fully what the immigrant has to give and America to gain through his invasion.

Following Mrs. Capek's address, Mr. Herbert A. Miller of Oberlin College, read a paper on

THE TRUE AMERICANIZATION OF THE FOREIGN CHILD

(See p. 130)

A business meeting of the section was held on Friday morning. Excerpts from the report of the Committee on the Production of Children's Books were read by Miss Burnite. Three subjects had been studied by the committee during the year —books which do not wear well, desirable books now out of print and books unsatisfactory in typography. Owing to the present high cost of book production and inferior quality of paper, labor, etc., the committee had no definite recommendations to offer in regard to the list which they had prepared of books of poor wearing qualities. A second list of books now out of print had been made, and the various publishers consulted as to the possibility of reprinting the listed titles. Briefly summarized, the consensus of opinion seemed to be that a demand from the retail trade throughout the country is necessary before a publisher can afford to republish an out of print title. Hearty appreciation of the usefulness of library coöperation, especially of such organized coöperation as that of the committee, was expressed by nearly all the firms consulted. The subject of typography of children's books had been considered by Miss Bertha Hatch, of the Cleveland Public Library, and parts of her special report were read. Letters on this subject had been sent to twenty-four publishers, twelve of whom had responded. From their answers the following conclusions had been arrived at: That publishers are giving thought to this important subject; that the books now being published are in the main satisfactory in typography, twelve point type being used quite generally; that some of the older standard juveniles are being reset in better type, when the demand justifies the expense of reprinting; that the present very high cost of publishing stands in the way of reprinting the less popular standard books for children; that the exchange of suggestions and information between publishers and librarians is the only effective way of making our collections of juvenile books conform to the best known principles of typography.

A vote of thanks was extended to Miss Hatch for her work in the preparation of this report.

Dr. Zelenko, of Moscow University, told something of the work being done for children in the libraries of Moscow. He suggested that a list of the best American children's books be compiled by American librarians for translation and publication in Russia. He felt that this would be a great aid toward better sympathy and understanding between the two countries.

Miss Hunt next introduced the question of the great need for children's workers in our libraries to-day. This opened up an interesting discussion as to ways and

means of meeting the situation. Among various suggestions offered were the possibility of publicity through general magazine articles, and consultation with the Professional Training Section of the A. L. A. in the hope of securing a larger place for the study of children's work in the curriculums of the various general library schools. It was decided that a committee, with Miss Clara Herbert as chairman, be appointed for further consideration of the problem.

A nominating committee consisting of Miss Jones, Miss Hunt and Miss Power were appointed to name incoming officers.

The meeting was then adjourned.

SECOND SESSION

The second session of the section was held in the Auditorium on Friday evening, when Mr. Franklin S. Hoyt, editorial supervisor of Houghton Mifflin Company, read a paper on

PROBLEMS IN THE PRODUCTION OF BOOKS FOR CHILDREN, WITH SPECIAL REFERENCE TO SOME WIDER NEEDS

(See p. 282)

In the discussion following, much enthusiasm was expressed for Mr. Hoyt's suggestion of an advisory committee to publishers, and the sentiment of the meeting was that the Committee on the Production of Children's Books act in this capacity. Mr. Bowker recommended that the committee allow its name to be used by a publisher in instances where the committee had urged the publication or republication of a book.

The discussion then turned upon the present lack of good children's books dealing with life and customs in foreign lands, particularly those countries which have figured so prominently in the recent war. Dr. Zelenko offered his help in the selection of Russian children's books suitable for translation.

The following resolution was adopted at this meeting:

Whereas, There has been undertaken for the fall of 1919, by the American Booksellers Association, a plan for a Children's Week, when a joint effort will be made to bring more and better books for boys and girls into American homes;

RESOLVED, That this Association expresses its sympathy in such effort, and suggests that local librarians offer hearty coöperation where the local bookseller is putting forward the right class of books.

Mr. Tony Sarg, owner and producer of the Tony Sarg Marionettes, then spoke about his work, describing the construction of the marionettes, and his selection of plays for them.

The final meeting of the section was held on Saturday morning. Miss Julia A. Hopkins and Miss Caroline Burnite were appointed to serve with Miss Herbert on her committee. Officers elected for the coming year were as follows: Chairman, Miss Elizabeth Knapp, Detroit Public Library. Vice-chairman, Miss Alice I. Hazeltine, St. Louis Public Library; secretary, Miss Adah F. Whitcomb, Chicago Public Library. The meeting was then adjourned.

EMILY B. MEIGS,
Secretary *pro tem.*

COLLEGE AND REFERENCE SECTION

The College and Reference Section met on Thursday evening in the ball room of the New Monterey hotel, with a large and interested audience, Mr. M. G. Wyer, of the University of Nebraska, presiding.

The opening paper was by Mr. William Teal, of the John Crerar Library, on

THE ARRANGEMENT AND BINDING OF BRITISH BLUE BOOKS

(See p. 177)

The general discussion of the war collections of different libraries, including the preservation of war materials, was opened by Mr. H. H. B. Meyer of the Library of Congress, who spoke as follows:

When the various collections acquired by Dr. Putnam during his stay in Europe are received at the Library of Congress, there will be in its possession upwards of 50,000 volumes and pamphlets relating to the European war.

The collection is particularly rich in documentary or source material. The exceptional position of the Library of Congress as the National Library in the closest direct relationship with the publishing

offices of all governments throughout the world, and enjoying exchange relationships with learned institutions equally widely diffused, makes the acquisition of such material relatively easy, although the Library of Congress like other institutions has suffered grievously through the breakdown of transportation facilities during the war.

It is fair to say that the Library of Congress is aiming at practical completeness in its collection of printed matter relating to the war. American publications are acquired as a matter of course through the operation of the copyright law; other publications are acquired by gift or purchase. All the more important catalogs and bibliographies are being checked and items not in the Library of Congress are being acquired as rapidly as possible.

It is difficult at this time, while the collection is in process of formation, to make exact statements concerning any particular class of material. For example, the collection of camp and trench papers is widely representative of soldier authorship and editorship in practically all the belligerent countries, and presents a body of material illustrating as nothing else can the mental attitude of men of all races and nations at war under modern conditions. Those who have handled such material know how unsafe it is to say that the file of any newspaper is complete, but from actual examination of files received we know that there are many extensive runs if not complete files.

The collection of prints, including posters, is very extensive, our prints division giving special attention to the acquisition of this material. As a matter of course the collection is rich in the issues of our own Government, and hardly less complete are the French, English, Italian, Dutch, and Belgian; with promise of large German collections which are on the way.

The extent of the music collection is well-nigh overwhelming. Only about half the titles acquired could be printed in the check list issued a year ago.

In the treatment of this sudden and enormous influx of material the Library of Congress scheme of classification was found easily expansible. Those who are familiar with its use of letters and numbers combined know that current history takes the last numbers under each lettered section with nothing beyond to block the way. That part of the scheme as worked out for the history of the European war, extending from D 501 to D 659, has been mimeographed and is available for distribution.

It should be said at the outset that the collection is not being kept together as a collection on the history of the European or world war. The books and pamphlets therefore classed in D 501 to D 659 represent only a part of the collection, only the most strictly historical literature. Documents, for instance, which continue previously existing series are not separated from the earlier issues, even though they relate wholly to the war. Classes representing subjects especially of a social, economic, or political character take war literature when the subject interest is paramount, in preference to D 501 to D 659. Dependence is placed on the subject headings and cross references to point out all the material on any particular aspect of the great struggle. As was naturally to be expected the subject headings for such a mass of new material presented new problems. These as far as they have been worked out are printed in the "European war. Preliminary list of subject headings" and are available for distribution to a limited extent.

What is being done to make this material available? Old methods of bibliographical treatment are found inadequate. Dr. Richardson of Princeton has experimented with photostatic reproduction of collections of cards and other entries with startling results. Whatever may be said of his method as applied to books, pamphlets, or periodical literature, it certainly offers an ideal method of cataloging collections of stamps, paper money, tokens, medals and similar material difficult to describe in the ordinary terms of cataloging.

In the division of bibliography we have made a special effort to collect all bibliographies and reading lists on the war and have noted 416. These constitute an extensive bibliography of bibliographies of the war and have been mimeographed under the title "List of bibliographies relating to the European war," and are available for distribution.

A "Check list of the literature and other material in the Library of Congress on the European war" was published in the summer of 1918, and sufficient titles have been accumulated for a supplement as large as the first list, which contained about 20,000 entries. It is hoped ultimately to throw these title-a-line entries into a classified list.

In closing it may not be amiss to direct attention again to the Library of Congress system of interlibrary loans whereby this material is made available to scholars all over the country through the agency of local libraries.

Mr. H. M. Lydenberg, of the New York Public Library, described what that library had accomplished regarding collection of war material, in the following remarks:

In collecting books on the European war, our object in the reference department of the New York Public Library has been to secure what past experience has shown will be the kind of material present and future scholars and investigators may reasonably expect to find in a library such as ours. We have not aimed at completeness—primarily because our funds forbade. We wanted to get source material for the student of the cause of this eruption, of the conditions that prevailed before its outbreak or during the storm, of how the events as they unrolled from day to day impressed the spectator. We have left to our English friends the production of such bibliographies on the great war as Messrs. Lange and Berry have given us, and to France the making of "complete" collections of all printed matter relating to the conflict, such as are now growing in Lyons and Paris. We have, to be sure, printed in each issue of our monthly *Bulletin* since 1914 a list of our recent accessions in this field, but these lists have pretended to be nothing more than "contributions to a bibliography."

Expressed in figures it is safe to say we now have something over 16,000 titles, exclusive of our official documents (of which, of course, the greater part issued since 1914 relate to this topic in some degree) or serials. There are about 4,900 pamphlets bound in pamphlet volumes and about 4,300 separate volumes classified under "European war, 1914-1918" as a subdivision of European history. Under such headings as "naval history," "aeroplanes," "diplomatic history," "international law," etc., we have about 6,800 additional titles.

In our public catalog under "European war" the cards number 16,840, and under related headings we have about 1,500 additional titles.

Our Slavonic division includes some 486 volumes and pamphlets in Slavonic languages on the war, and the catalog of this division contains 1,240 titles that touch the topic. In our Jewish division we have 40 volumes with 100 entries in the catalog relating specifically to the war. This material is supplemented by the Jewish press of the war period, represented by some 350 volumes, most of them published in this country. About half of this number are in Yiddish, including 100 volumes of daily papers. The rest consists largely of weeklies published in English, besides a few periodicals in French, Hebrew, Hungarian, Italian, and Russian. For our Oriental division we have been unable to secure, despite repeated efforts, anything printed in the vernacular of Arabia, Turkey, Persia, or other countries of the East.

In our map room we have about 190 maps, 2 atlases, and a collection of 41 large base maps, published by the American Geographical Society in connection with the House Enquiry.

Our art division has about 100 reproductions of posters mounted in a scrapbook of sample posters, several hundred newspaper and periodical clippings classified under "Uniforms," 300 to 400 clippings on other phases of the war, and 1,500 photographs issued by the Committee on Public Information in Washington. Our posters number 3,500, 2,500 American and 1,000 foreign.

In our divisions of economics, technology, science, we have collections of clippings, and, of course, in each of these groups there are few clippings of recent date that do not more or less remotely relate to the war. Economics has in its file about 15,000 clippings and 1,000 pamphlets, exclusive of those entered under such related headings as reconstruction (600), government control (900), food conservation (900), etc. Technology and science have each several hundred.

The war has undoubtedly affected the national music of all the belligerents. We have, however, not succeeded in securing any marked expression of its effect on the music of the European participants. Our music division includes several British song books of soldiers songs, etc., and a few French, and German. For its effect on our own country we have nothing more to show than some 250 "patriotic" songs published mainly in New York City.

It is not our practice in ordinary cases to bind and preserve more than one or two typical newspapers from foreign countries. Since the outbreak of the war, however, we have set aside all our foreign newspapers as a contribution to history, and these papers amount to some 180 titles or 20,000 separate numbers.

Coincident with the commencement of hostilities there came, of course, a flood of periodicals on the subject, some pictorial, some an expression of current opinion in caricature, others a more or less serious attempt to study conditions from the point of view of history, economics, sociology, or some other form of human thought. We have made a collection of a

few of the more important or more striking titles of this kind and have some 48 titles or 1,730 separate numbers.

When it comes to the classification of material of this kind our experience indicates that the present day is not the time for minute classification. Under "European war, 1914-1918," as a division of European history, we have but 13 subdivisions, namely,

History and description
Bibliography
Essays, addresses, sermons
Poetry and drama
Fiction
Posters, proclamations
Economic aspects
Peace terms
American participation
Influence and results
Medical affairs; Red Cross
Aerial operations
Trench and camp activities.

Though we classify our books broadly as they stand on the shelves we classify the subject cards in our public catalog very minutely, there being some 116 separate subject divisions under the heading of "European war, 1914-1918."

Our experience with pamphlets points most eloquently to the inadvisability of letting any pamphlet reach the shelves until it has been bound, preferably in a volume with other pamphlets sufficient in number to bring it up to a thickness of one or two inches.

Our posters have all been mounted on muslin, an expensive process to be sure, but one that is absolutely necessary if posters are to be kept or used. We have not yet reached what we feel is an ideal or final system of classification for posters. It is, of course, obvious that the first classification is one by nationality, and, under the nation issuing the poster, a broad grouping by subject or object. It is obvious also that Red Cross posters, recruiting posters, finance posters, etc., be kept together, but after any such grouping there remains a large number of miscellaneous posters that refuse to be classified in any satisfactory way. We have simply accepted this fact and deferred the solution of the problem.

Mr. Barr of Yale said that the history faculty of that university had initiated the efforts toward a collection, and early in the war a blanket order was given which later had to be canceled. Since 1916 the material purchased was limited to source material for future historians. As in other universities, Yale has received considerable from its alumni. Among the posters are a notable number of Russian and Polish.

Professor J. D. Ibbotson, of Hamilton College, spoke of what a small college could do. It purchased source books of permanent value, current histories in different countries, and the more valuable personal narratives especially for students. Everything that came in as gift was kept as illustrating for future years national psychologies and different types of propaganda. Mr. Ibbotson suggested that the most important books are yet to be published.

Mr. A. J. Wall, of the New York Historical Society, then spoke as follows:

The most striking feature to me of the collection and preservation of war literature was the quick impulse of the librarians all over the country to note the necessity and desirability to preserve at once every scrap of data relating to the great war. During the time of our neutrality, little was heard of such collecting, but no sooner had the United States taken part in the conflict when questions as to collecting and preserving war literature began arriving in our daily mail. This widespread interest shaped the activities of local historical societies, confining them to gathering mostly local data and in the case of New York, the task was an extremely large one. I know of no historical society in the east that has been able to do more than collect such posters, circulars and leaflets as appeared in their locality. The many-sided interests which were occasioned by the United States entering the war made an enormous amount of published material necessary of which the New York Historical Society has collected a representative assortment of the whole. We made no effort to collect foreign posters. Through my local draft board I was able to secure specimens of all circulars, cards, rules and regulations used by the board in enforcing the selective service draft law, together with the posters in many languages calling attention to the draft law. The operation of that law will be of special interest to future historians. Newspapers published by the various Army divisions were difficult to get and required constant attention in keeping their sequence.

Now as to making this war literature available, I have made four divisions, post-

ers, circulars and leaflets, pamphlets, and books. We adhere strictly to books which deal with America's participation in the war and consider every title desirable, but at present choose only the works of authors with actual war service, personal narratives, and administration of affairs. In determining a practical classification and available arrangement, I have considered only the matter of how this material is likely to be called for by the student and author. It is probable that a few may attempt a general history of the war, but the majority of authors will write up certain phases such as Submarine warfare, The cause of the war, German atrocities, aviation, the different battles, liberty loans, war work service, prisoners of war, censorship, economics, the parts played by the different nations engaged, the peace and League of Nations. It seems to me therefore, that under these headings the pamphlets might be expeditiously arranged and temporarily at least placed in pamphlet boxes and marked in group headings.

The posters must be mounted if they are to be of use and their classification, as far as American posters are concerned, suggests their own sequence: Recruiting, liberty loans, war drives, war reliefs.

The circulars and leaflets I have placed in large manila envelopes and follow the same classification with these as with posters, adding perhaps a few group headings such as educational war activities, books and lectures, commercial interests, war gardens, and food conservation.

As to other war collections, I consider some of the smaller objects, such as the sleeve band with the letters "N. A." (National Army) worn by the men going to camp as interesting mementoes, as well as the sleeve bands of the liberty loan workers. Items such as these often escape attention and are lost to posterity, numerous as they were.

Considering other small objects brings in the matter of buttons. Well, the New York Historical Society has some buttons and we are collecting more. That is, the military buttons of the present war worn by the different war organizations, both officers and enlisted men, as well as those of the war workers, Y. M. C. A., K. C., American Red Cross, Salvation Army, etc. This subject may upon first thought seem a rather trivial matter, but upon reflection we find that it holds considerable significance, especially when contrasted to the military buttons of the revolutionary war. We have at the New York Historical Society a small group of men two of whom in particular have devoted thirty-five years of their life in spare time to excavating historical camp sites of the revolutionary war and war of 1812. A little metallic disk which claims no better name or respect than that of a button, is the last tangible reminder of the armies of men who fought for freedom and changed the destiny of nations. And if the military buttons of the revolution hold a charm on account of their associations with the lives of men who did great things, surely those of the Army of to-day will hold a place in our museums for the part played by the men who changed the destiny of the world.

Closely associated with the buttons are the metal insignia worn on the collars of the uniforms, the various hat cords and campaign ribbons. The New York Historical Society is interested in making a collection of these items in order to preserve the smaller details of the uniforms of the Army and Navy. It is a strange but true fact that the various uniforms worn in the revolution by the American, British, French and Hessian have not been correctly depicted by the artists of the past. Each state raised regiments which were equipped with uniforms entirely distinct from the other and they were changed to meet conditions they encountered. These facts have come to light only after years of patient research and infinite detail study upon the examination of the records not only in this country but in England, France, and Germany as well, and I know of only one man, Mr. Charles M. Lefferts of New York, who can correctly paint the revolutionary soldiers in every detail. I have recently arranged to have Mr. Lefferts make a series of these pictures for the New York Historical Society as far as his researches have taken him. This also affects the statuary erected everywhere representing revolutionary events. The sculptor was unable to model in all its details the dress of the men of the revolutionary war, unless he had made the study I have just mentioned.

You may see therefore why the interest in collecting these smaller objects has appealed to me so much in the present war.

The speakers were followed by several who discussed the question from the floor, especially Dr. Andrews, of the John Crerar Library, Mr. Bishop of the University of Michigan, and Mr. Van Hoesen, of Princeton University.

In the matter of preservation of war material, Mr. T. F. Currier, of Harvard

College Library, presented the following statement of information assembled as the result of a questionnaire sent out by a committee of the American Library Institute:

To a poster questionnaire of February 14, 1919, the A. L. I. Committee received approximately sixty-five responses. Eleven reported collections of from 1,000 to 3,500 posters, sixteen reported from 500 to 1,000, and seventeen from 250 to 500.

Because of the great expense of mounting and storing it does not seem wise for libraries to plunge rashly into attempts to make complete collections. At the Atlantic City meeting of the Institute it was suggested that from two to four complete collections would be sufficient for this country. Certainly in the interest of economy neighboring libraries should not rival each other in this undertaking. There is however considerable interest in a moderate sized and carefully selected collection, first because of its historic value and second because of the artistic importance of the war poster.

A highly valuable and interesting contribution to the study and technical treatment of the poster has been made through the energy of Dr. Richardson of Princeton University. He has produced a series of photostatic reproductions (black and white) of the Princeton collection. They have been made in two sizes, the first reduced to about 1¼x1½ inches and issued on 11½x15 sheets, each sheet containing thirty-two reproductions. These sheets can be folded once and bound into a convenient volume. The volume and a first supplement, containing some 2,300 reproductions, with cumulated printed index, may be purchased bound, though I understand the number is limited. The second size of photostatic reproduction offered by Princeton is that of the standard catalog card. It should be made clear that Princeton is not undertaking this service as a commercial proposition but it is intended for libraries who are in the habit of coöperating in cataloging matters and as a matter of coöperative cataloging service. Select reproductions are also furnished in sets of eight at a slight advance of price.

A carefully worked out classification scheme for posters has been made by Dr. Wilson of Clark University, and I understand that arrangements are under way to add the Wilson number to the Princeton photostatic reproductions. This should be immensely helpful in handling such of the large collections as have not yet been classified.

There is a general unanimity in advising immediate mounting if the collection is to be considered permanent. The costs reported run from fifty cents to one dollar a sheet. Folding and dissecting should be resorted to only as extreme measures. If collections must be stored previous to mounting, they should be laid out flat.

Manila folders form the most usual method of storing, and these in turn are frequently kept in portfolios, shallow drawers, or cabinets with sliding shelves. Dr. Wilson has used inexpensive shallow boxes. They are made of a combination of pasteboard and wood and are very durable. One correspondent has tabulated the useful sizes as 15x20; 22x32; 31x43; 42x62 with an extra size 32x48 for certain French posters.

Much data was gathered as to the existence of duplicate collections and sources of supply. The author of the present report will be glad to correspond with those desiring this information unless indeed the College and Reference Section desires to include it in the printed proceedings.

Mr. Meyer in his talk aroused much interest by the following remarks regarding a universal catalog:

The idea of a universal catalog—a catalog which shall record all books and pamphlets ever printed—has appeared, like an ignis fatuus, to the minds of librarians and bibliographers of imagination, ever since the invention of printing. At first a possibility, each year has added its output to the mass of material to be handled, until now its bulk is so great, as to stagger the minds of the directors of any institution, even though endowed with wealth "beyond the dreams of avarice." Merely to suggest such an undertaking is to invite an inquiry concerning the sanity of the proposer. And yet perhaps, an inquiry may be permitted to determine whether the universal catalog does not, like other creations of mankind, possess features, which are unessential as well as essential, useless as well as useful, and to what extent the unessential and useless can be eliminated, and still preserve the essential and useful.

But, it will be said, as soon as you begin to eliminate you destroy the universality of the catalog, and your proposition comes to nothing. True, in a way, but the insistence upon this feature of universality is a kind of bugbear which at the outset stands in the way of the whole undertak-

ing. The greater part of a universal catalog would be a record of material unessential, useless, and not worth recording. The practical man of affairs, who in the ultimate analysis would have to foot the bill for any undertaking of this kind, as soon as he discovered the worthless character of the greater part of the material being recorded, would take steps to stop it, and properly so.

If, on the other hand, the record was confined to the essential and important publications, it would immediately attain the maximum of usefulness possible to its extent, and each addition to the record or catalog would increase that usefulness. But what constitutes an important publication, who is to decide? The question admits of a very simple answer: a book or pamphlet is important as soon as it is asked for or inquired about. University and large public libraries constantly, and other libraries on occasion, are making inquiries concerning the whereabouts of publications needed by their readers and investigators. No one will question that these have attained importance. Much correspondence is indulged in, and much information secured, which is used for the immediate occasion, and then lost sight of. If this information could be accumulated at some central point, like the Library of Congress, it would soon constitute a record such as is referred to above, with the additional most valuable feature of being a union catalog as well.

If we had at the present moment a catalog of all the important books in the United States, showing what libraries possessed copies, it would be of incalculable value to American scholars, at a time when they are being called upon as never before to carry on the world's investigations.

Such a catalog at present is only a tantalizing dream, but perhaps it need not remain so. We have the nucleus of such a catalog in the Library of Congress in the "Union catalog" located in the corridor adjoining the division of bibliography. It consists of cards sent to us by the New York Public Library, John Crerar, Harvard University, Boston Public Library and a few others, arranged in an author alphabet. Much familiarity with its contents leads to the conclusion that the selection of cards has been somewhat haphazard. Also that it records such facts as, that all these great libraries possess copies of McMaster's History of the people of the United States, a matter of such common knowledge that it needs no recording. Again there are frequently five or six cards for the same book, each representing a copy in a distinct library. By eliminating all but one card for each book, and indicating on that card the names of libraries which possess copies, and by throwing out all unnecessary cards, room can be made for cards representing important books in other libraries.

To a limited extent the Library of Congress can already answer the question, "Where can a certain book be found," and it can do so without the necessity for a voluminous and intricate correspondence. The response to an inquiry concerning the whereabouts of a certain book would be the return to the inquirer of a copy of the card in the "universal catalog." This would show him what libraries possessed copies and it would rest with him to negotiate with the library nearest to him for the use of the book.

If the method outlined above for making additions to the "universal catalog" were systematically pursued and the catalog were thus thrown open to the cards of all libraries, it would not be long before it would become in fact, as well as in name, a universal catalog. The success of such an undertaking is largely dependent upon the extent to which other libraries are willing to coöperate in sending their cards to the Library of Congress. To a certain extent this coöperation is insured by the use which other libraries would make of the universal catalog.

This brings us naturally to the question: What will happen if the book in question is not in the Library of Congress catalog or in the universal catalog? Is the inquiry to end, so far as the Library of Congress is concerned, with the statement that it does not know where a copy is to be found? It is not impossible that the Library of Congress attempt to pursue the inquiry beyond this point, and undertake to locate a copy. This could probably be done if such inquiries were limited to the actual needs of scholars, and trifling inquiries of little significance to anyone were excluded.

We have already accumulated at the Library of Congress a considerable store of information concerning the special collections to be found in American libraries, and perhaps there is no point from which an inquiry of this kind could be sent out with so little waste of effort and loss of time. Further, this part of the inquiry could also be pursued without a voluminous and intricate correspondence. Author, title and imprint of the work in question could be placed upon a card bearing the printed request: "If you know

where a copy of the above is to be found, please write the name of the library on this card and return it to the division of bibliography, Library of Congress, Washington, D. C."

This, if sent to the most likely libraries, would secure the information in immediately usable form, and result in furnishing to the inquirer a card bearing the names of libraries having copies.

The advantage of centering these inquiries in one place is obvious. The information gained is not for a single inquirer, to be used once, and then lost sight of, as has been the case heretofore. It becomes part of a general reservoir of such knowledge, to be drawn upon by all scholars who may be interested.

We know from actual experience the value of the results to be obtained from such inquiry systematically carried out. As an instance, we were asked by the Carnegie Peace Foundation for information concerning certain rare editions of Grotius not in their collection, and not in the Library of Congress. By pursuing a method of procedure practically like that outlined above, we secured complete bibliographical descriptions of these editions, and located copies in a number of American libraries.

The plan here outlined for securing information to be added to the common store of the universal catalog, and of disseminating this information, is so simple that it will at once become part of the common knowledge of all working libraries, and will be pursued by them as a matter of pure routine, with the feeling that one of their burdens has been materially lightened, and a service commensurate with the needs of American scholarship is being rendered.

Dr. M. L. Raney, librarian of the Johns Hopkins University, as chairman of the Committee on Importations, closed the evening's session with an account of his negotiations and the results up to date of his trip to Europe to interview book agents. The audience had been in expectation of this report of the Committee on Importations (see p. 330) and were not disappointed either in results or in Dr. Raney's descriptions.

The section voted its appreciation of the work of the Committee on Importations in general and of the zealous interest and public service of Dr. Raney in furthering the interest of American libraries.

Mr. Charles J. Barr of Yale was elected to serve with Mr. G. P. Winship and Dr. A. H. Shearer as a committee for the section for next year.

PROFESSIONAL TRAINING SECTION

The tenth annual meeting of the Professional Training Section met on Wednesday afternoon, with Mrs. Harriet P. Sawyer presiding, the theme of the meeting being library training along new lines and specialized library training.

Mr. Andrew Keogh, librarian of Yale University, opened the meeting with a paper on

ADVANCED LIBRARY TRAINING FOR RESEARCH WORKERS

(See p. 165)

Mr. Keogh's paper was discussed by Mr. Walter, Mr. Reece, Dr. Johnston, Mr. George and Miss Donnelly. Mr. Walter thought that the university was better able to give the advanced work and bibliographic instruction than the library schools. Mr. Reece said that the "open courses" offered in New York did not cover this need but were designed to permit those engaged in library work to refresh themselves with further instruction. Some of the conclusions based on a questionnaire sent to college libraries to find out how much demand there would be for this advanced training were given by Miss Donnelly, who said that these conclusions would be published in full in the near future.

Miss Julia A. Hopkins, principal of the training class, Brooklyn Public Library, described a plan for training assistants as worked out in that library, the title of Miss Hopkins' paper being

A NEW PLAN FOR TRAINING LIBRARY ASSISTANTS

(See p. 167)

Miss Morgan outlined the methods of training that had been adopted to meet

war time conditions in the Detroit Public Library and stated that their beginning salary upon appointment was $990.

Miss Sarah C. N. Bogle, principal of the Carnegie Library School, Pittsburgh, Pennsylvania, presented a paper entitled

TRAINING FOR HIGH SCHOOL LIBRARIANSHIP

(See p. 277)

Miss Horton stated that the requirements for high school librarianship in California are college education, a year at a library school, and a year in library work or teaching. In the course offered at Los Angeles the students' initiative in adapting the library to the need of different types of high school work is carefully developed.

TRAINING FOR THE LIBRARIAN OF A BUSINESS LIBRARY OR A BUSINESS BRANCH

(See p. 273)

was the subject of a paper by Mr. Frank K. Walter, vice-director, New York State Library School, Albany, New York.

In the discussion which followed, Miss Krause spoke briefly as follows:

Training for business library work should be considered an integral part of library training in general, because modern library service includes service to business men on business problems quite as much as it includes service to educational institutions. The modern library school program therefore should include all the forms of service which the public library is called upon to give. The library school student, no matter into what kind of a library he goes, will meet subjects dealing with current business problems and the work of modern industries.

Subjects taught in the library school should include the application of those subjects to the business library as well as to any other type of library. For example, in the study of classification, attention should be given particularly to material classified under the D. C. 300's and 600's. In cataloging, instruction in subject headings covering business material should be given. In the study of government documents, special emphasis should be placed on groups of documents which are of special interest to business organizations and practical business questions should be given to the students to answer from governmental material.

It is not advisable to eliminate much, if anything, in present library school courses in order to give training for business library positions, for the business librarian must have just as much breadth in library technique as any other type of librarian.

Miss Krause then suggested two definite courses of instruction as aids in preparation for business library work, to be given in the senior year of library schools:

1. A course in business reference work which should include a study of business reference books by groups or industries, including a study of the trade periodicals of each group, and the information issued by the national associations of various industries. Digesting and report making should also be included in this course, and instruction in the method of making a survey of the source material of any industry. Training in the use of a good daily newspaper, how to analyze its contents and how to relate it to the everyday interests of business men.

2. A course in business library administration covering organization and service; survey of the individual house, the relation of the library to the departments to be served within the house, library extension and publicity within the business organization, the psychology of the business man and the business man's point of view. Also the emphasis of necessary personal qualifications to be successful in a business library position.

In order to make a success of this second course it should be given by trained librarians filling business library positions, who know the subject from the inside and who can give the business library atmosphere and vitalize the whole subject. The course on business reference should cover at least twenty class periods and that on business library administration should cover at least ten class periods.

Miss Reese thought it desirable that there should be a clearing-house for the subject headings for business literature, and it was suggested that the matter should be referred to Dr. Bostwick or to Mr. Wyer.

In the absence of Miss Bertha R. Barden, supervisor of the apprentice class, Cleveland Public Library, Miss Bessie Sargeant Smith read Miss Barden's paper on

A CLERICAL COURSE FOR LIBRARY ASSISTANTS

(See p. 171)

Prof. Root queried whether it were worth while even in the present emergency to bring into the library service persons not qualified to advance or, if qualified, who will shortly leave the library. Miss Eastman said that the plan had been an emergency one, but had enabled the Cleveland Library "to carry on" and that it, in many cases, served as a stepping stone to further training.

The final paper was by Miss Mary E. Robbins, of the Rhode Island Normal School, on

TRAINING TEACHER-LIBRARIANS IN NORMAL SCHOOLS

(See p. 279)

The length of the meeting prevented discussion of Miss Robbins' paper.

The nominating committee, consisting of Miss Turvill, Miss Morgan and Miss Barker reported the following officers, who were duly elected: Chairman, Miss Frances Simpson, of the Illinois Library School; vice-chairman, Miss June R. Donnelly, of the Simmons Library School; secretary, Miss Rena Reese, of the Denver Public Library.

CLARA W. HERBERT,
Secretary.

SCHOOL LIBRARIES SECTION

The School Libraries Section held its regular session on the afternoon of June 24 and a round table of high school librarians was held on Thursday afternoon. Miss Helen S. Babcock, the chairman, presided at both sessions.

At the regular section meeting the general topic was "The high school library and tomorrow's needs: Book selection." Mr. Earl R. Glenn, teacher of chemistry and general science at the Lincoln School of Teachers College, spoke on "The standardization of book selection in high school libraries." Miss Edith Erskine, librarian of the Carter Harrison High School Branch, Chicago Public Library, spoke of the coöperation between the library and the science departments in the Carter Harrison High School. Miss Edith Cook, librarian of the East Technical High School Branch, Cleveland Public Library, spoke of "Books useful in industrial arts classes and methods of coöperation with teachers." Miss Evelyn Steel, of the Technical High School Library, Oakland, California, spoke of various forms of coöperation between the other departments and the library.

An abstract of Mr. Glenn's paper follows:

These remarks on the "Standardization of book selection in the high school library" briefly review the work that has been done to provide adequate library facilities for the secondary school.

The results of this labor, which has been in progress for several years, are embodied in a report[1], which has been issued recently by the Committee on Library Organization and Equipment. This report of thirty pages, which is signed by more than a score of educationl leaders, should be studied carefully by teachers and executives. There is some question whether the report is receiving the attention that it deserves.

One brief quotation from the report just referred to is studied in detail by graphical methods in this article. The statistics from approximately 1,000 high schools are exhibited in order to determine what might be considered a well-balanced library with ample references in all subjects for schools of different sizes. Eighteen charts have been prepared to illustrate the facts.

Among other points discussed the following may be mentioned:

(a) A school wishing to build up a first class collection of books of a greater number (about 2,500 to 3,000) than that suggested in the standard high school library book lists has no guide to assist teachers and librarian.

(b) The aggressive interest of some departments and the indifference of others results in an unbalanced collection of references.

(c) The reports from approximately 1,000 high schools in fifteen north central states in 1913-1914 show that the great majority (over seventy per cent in the

[1] Certain, C. C. Standard library organization and equipment for secondary schools of different sizes. N. E. A. Report, 1918. [Also reprinted by American Library Association.]

medium library) of references in the library are listed under English and history.

(d) Neither the size of the school, the community, the type of school, the number of units of work offered, nor any other important factor seems to have influenced the distribution of references by subjects in any of the fifteen states.

(e) Unless some comprehensive plan of book selection for all subjects can be put into operation the five-year plan proposed by the Library Committee in the report mentioned above will not greatly benefit the subjects most in need of reference material.

(f) The actual number of science references for the 1,000 different schools may be listed as follows:

Enrollment Pupils.	Science References (median) reported for 1913-14.	Conservative estimate of number of references required to fulfill five-year program of N. E. A. Committee.
1-100	52	100
201-300	71	300
501-1,000	128	600
101-200	68	200
301-500	82	400
1,000 and above	219	1,000

(g) These facts and others suggest the great need for a very careful survey of four or five hundred school libraries which are supervised by trained librarians—first, in order to disclose the actual practice in book selections; and second, to determine what constitutes a well-balanced modern library that will represent adequately all branches of knowledge.

This investigation is still in progress. At a later date all of the information obtained will be put into permanent form for the use of any who may be interested.

Miss Erskine said in part:

In order to coöperate with the science teachers the librarian should not only provide books in the library but should read the periodicals which the teachers read and for which they write.

As an adequate course in general science has not yet been worked out the library can be of especial help by coöperating with the general science teachers. At the Carter Harrison High School the following scheme was tried: A list of one hundred books selected by one of the general science teachers was posted and the books placed on special shelves for a week, during which time each pupil was supposed to look over several of them and decide on one to read. These books were by no means strictly scientific books but any interesting non-fiction which adapted itself to the work—as, lives of Edison and other famous inventors, books about the movies, aviation, etc.

Books which might at first thought seem too advanced are valuable because they familiarize the pipil with the real literature of the subject and he returns to these books afterward when he is doing advanced reference work. They should be supplemented by plenty of popular books, such as Martin's "Triumphs and wonders of modern chemistry"; Sadtler's "Chemistry of familiar things," etc. At the same time care should be taken to avoid the juvenile.

In addition to using books the pupils should become acquainted with scientific magazines and should know that other magazines have good scientific articles. In agriculture much use can be made of pamphlets, if properly arranged and classified.

Miss Cook told of some of the books which have been used extensively at the East Technical High School in Cleveland for the metal trades, woodworking, domestic science, and arts and crafts. She told of an interesting school exhibit recently held and explained some of the methods used to coöperate with the teachers in the selection and ordering of books and in reserving material for classes.

The High School Librarians Round Table was attended by nearly a hundred people. Instruction of High School students in the use of books and the library was discussed by Miss Hardy, Miss Dayton, Miss Steel, Miss Cook, Miss Horton, Miss Greene and others. Miss Williams, in charge of work with schools, New York Public Library, urged the importance of close coöperation between the public library and the school library, and emphasized the value to the students which comes from a knowledge of how to use the resources of the public library.

Reading clubs for boys and girls conducted under the guidance of the library were also discussed.

Mr. George A. Deveneau, of the Federal Board for Vocational Education, spoke on literature of "vocational advisement," telling of the vocational courses and the "Opportunity monographs" published by the board. These, he said, would be sent to

any school library on request. Several of the librarians present spoke of the great use made of these pamphlets in their libraries.

Dr. Salenzko of Russia spoke of the need for a greater understanding between countries which would come through a wider knowledge of the culture and literature of other countries. He said that he hoped the librarians would help in bringing it about that American children, instead of thinking of Russia only as the home of violence and bolshevism, might come to know something of its civilization and constructive work.

Miss Zachert proposed the following resolution, which was unanimously adopted:

Resolved: That the high school librarians in conference assembled, recognizing the invaluable service which Miss Mary Hall of Brooklyn has so unselfishly given for several years past to the high schools of the country, do hereby extend to her our heartfelt thanks and appreciation.

The following officers were elected for the coming year:

Chairman: Martha C. Pritchard, librarian State Normal School, Bridgewater, Massachusetts; vice-chairman: Evelyn A. Steel, librarian Oakland Technical High School, Oakland, California; secretary: Mary H. Pooley, librarian Hughes High School, Cincinnati, Ohio.

CAMP LIBRARIANS ROUND TABLE

Three sessions were held of the Camp Librarians Round Table. At the first session Mr. Henry O. Severance presided, and those taking part in the discussions of camp library problems were Mr. Malcolm G. Wyer, Miss Ione Armstrong, Mr. George B. Manhart, Miss Ellyn C. Broomell and Mr. Harold F. Brigham.

At the second and third sessions, presided over by Miss Theresa Hitchler, the following persons discussed matters of interest to the camp library service:

Mr. Carl H. Milam, Mr. Charles H. Brown, Mr. George T. Settle, Mr. Frederick Goodell, Miss Sarah B. Askew, Miss Julia C. Stockett, Mr. Edward H. Virgin, Mr. Edwin Wiley and Mr. Marcus Skarstedt.

HOSPITAL LIBRARIANS ROUND TABLE

Three sessions were held of the Hospital Librarians Round Table, the program including the following papers and addresses: "In hospital with sailors and marines," by Miss E. Kathleen Jones, field representative, A. L. A. hospital service; "Changing demands of a hospital library," by Miss Harriet E. Leitch, librarian U. S. General Hospital No. 43, Hampton, Virginia; "Community interests in hospital library work," by Miss Florence King, librarian Greenhut Hospital, New York City; "Certain aspects of field work," by Miss Ola M. Wyeth, field representative, A. L. A. hospital service; "Coöperation with the public health service," by Miss Miriam E. Carey, field representative, A. L. A. hospital service; and "Public health service hospitals," by Dr. George B. Young, medical officer in charge of U. S. Marine Hospital, Stapleton, Long Island, New York.

The absence of Miss Mary Frances Isom left the overseas work unrepresented, but an interesting letter was read from Miss Anne M. Mulheron.

LENDING DEPARTMENT ROUND TABLE

A petition for the formation of a section on lending work, signed by representatives of twenty-four libraries, has been presented to the Council of the A. L. A., who have referred it to a special committee for investigation and report as to its desirability.

Upon motion it was decided that the section should be called the Lending Department Section.

The first paper on the program was that of Miss Josephine A. Rathbone, vice-director of the School of Library Science, Pratt Institute, the subject being

THE TRAINING OF ASSISTANTS FOR LENDING DEPARTMENT WORK

(See p. 173)

In discussing Miss Rathbone's paper, Miss Bessie Sargeant Smith urged the need of preparatory practice work before entering a library school, in addition to that required while studying, as bringing about an *esprit de corps* and developing the library sense of life through a better understanding of library work. Miss Rathbone stated that the Pratt school does not require previous library experience because nine-tenths of the students do come from libraries and because the school can not require this preparation from other libraries. Mr. Walter described the course at the New York State Library School, which consists of the usual theoretical work, some fifty hours of practice work each year in the various departments of the state and other local libraries, and 150 hours each March in some assigned library. Previous library work is urged but not required, for the same reasons as those stated by Miss Rathbone. The New York State Library School hopes to make arrangements with the local libraries for more practice work and may make actual library work between the junior and senior years obligatory for students who have not had library experience.

In the absence of Mrs. Jessie S. McNiece, of the St. Louis Public Library, Dr. Bostwick read her paper on

LABOR SAVING IN THE LENDING DEPARTMENT

(See p. 175)

Miss Marion M. Root, of the New York Public Library, mentioned the arrangement of their circulation in one alphabet as a great labor saver in slipping. The book slips are arranged by classes and counted, then rearranged alphabetically by author and title, irrespective of whether fiction or non-fiction.

Miss Ada J. McCarthy, of the Democrat Printing Company, being in a position where various samples of forms meet her eye daily, spoke practically on "Forms for the small library," laying particular emphasis on uniformity, simplicity and common sense in the use of terms "free," "public" and "free, public," the form and printing of the application blank, the statement of rules, etc., on the book pocket and borrower's cards, the abolition of the borrower's card in small libraries, etc. She concluded with a definite plea to library schools and commissions to attempt to standardize all forms, adjusting them to the needs of various types of libraries, and making more efficient the loan system by saving the time and energy of the staff and public.

Miss Florence Overton, of the New York Public Library, was chosen chairman for the next meeting and Miss Cora Hendee, of the Council Bluffs Public Library, secretary. If the petition for the formation of a section should be granted, these officers will become the officers of the section for the year 1920.

NORMAL SCHOOL LIBRARIANS ROUND TABLE

The Normal School Librarians Round Table was held on Wednesday afternoon, June 25, Miss Mary C. Richardson, librarian of the Normal School Library, Geneseo, New York, presiding.

A very full program left no time for discussion of the papers read, which were as follows: "Teaching the use of the library in the grades," by Mrs. Elizabeth Hardman Furst, school librarian, North Adams, Massachusetts; "Teaching normal school students children's literature," by Miss Adeline B. Zachert, supervisor of extension work, Public Library, Rochester, New York; "A course in library technique for all; what we have been doing—what we would like to do," by Miss Mildred R. Forward, librarian City Normal School, Rochester, New York; "The library hour," by Bessie L. Eldridge, assistant librarian, State Normal School, Geneseo, New York; "The vision of Anton, the librarian," by Miss Harriet King Avery, Keystone State Normal School, Kutztown, Pennsylvania.

PUBLIC DOCUMENTS ROUND TABLE

The Public Documents Round Table was held on Friday afternoon, June 27, the chairman, Mr. George S. Godard, state librarian of Connecticut, presiding.

Mr. H. H. B. Meyer, chief bibliographer of the Library of Congress, was introduced as the first speaker, and made a brief and informal statement regarding tentative plans now under consideration by the Joint Committee on Printing, of Congress, looking toward a reduction of the number of Government publications by the elimination of any found to be unnecessary.

Mr. Meyer further explained that in the case of publications of which both Congressional and Departmental issues have been published in the past, the duplication would probably be discontinued; that some plan would be adopted whereby selective distribution would be better secured, libraries thus to receive only the publications they especially require; and that in these efforts toward economy it is the wish of the Joint Committee on Printing to meet the desires of the librarians of the country as far as practicable, and to invite expression of opinion from librarians, through a committee representing them.

Chairman Godard next called upon Miss Edith Guerrier, who addressed the assembly upon the work of the National Library Service, using as illustration of her remarks a large collection of exhibits.

Having stated that in demonstrating the value of public documents many charts are obtainable showing the organization of the Government, Miss Guerrier indicated a desirable arrangement of material, general departmental reports, general historical data and lists of departmental publications to be followed by bureaus, alphabetically arranged; and the speaker continued by explaining some of the methods of the National Library Service as follows:

The Superintendent of Documents and the people in his office have coöperated well with us. They telephone me every month when their list is ready to send over to the Library of Congress, and I go down and select the publications of general interest under the different departments, beginning with the Department of Agriculture and going down the alphabet. Thus I get a list of the publications which librarians ought to know about and obtain before Congressmen have distributed them all. This is a short list, and I have been arranging so that the librarians could write to the National Library

Service for the publications they want. This is not a plan to take away business from the departments, but a reciprocal arrangement; it will help them sell their goods to those who want them. Under this plan, librarians will write to us and send a list of what they want, and once a week we will sort out the things belonging to the Department of Commerce, the Department of Agriculture, etc., and ask those departments to send you those things. They are much more apt to do it when they get a request in that form, and they are coöperating with us. If the librarians don't get what they want, they can write to me, and I will call the department on the telephone to expedite the mailing of the publications.

This is the best centralized distribution we can get under existing circumstances, and the thing is, not to wait until Congress in its wisdom has seen fit to devise some method for us, but to get the things to the librarians when you need them. I don't say it is the best system, but is the best I have been able to devise.

The idea later on will be for the librarians—if this thing works—to write their requests on cards, in duplicate, so that the National Library Service will keep one card and send the other on. If we hear from a librarian who has not received the material asked for, we just call up the department and request them to look out for it.

I will call your attention to one other class of material from the Government which I think is not used as much as it might be—periodical publications, known as house organs. The *Alaska Railroad Record*, the *Reclamation Record*, *School Life*, the *Journal* of the Patent Office, and the *Monthly Record of Publications*, are all interesting, and none of them costs over fifty cents a year. *School Life*, which every library can have, is free, and is an important and interesting publication. The periodical publications are sometimes overlooked.

The pictures—the photographs which are put out by the various bureaus—I find have not been brought to the attention of librarians as much as they should have been. I had a great deal of trouble in my little branch library in Boston, in getting pictures which illustrated mining. The Bureau of Mines has a wonderful collection of pictures, and the librarian of that bureau, who is here, will be able to tell you a great deal more about it than I can. The pictures can be bought at cost, and most of the bureaus have lists of pictures which they put out. The Forestry Service, of the Department of Agriculture, has one of the finest collections in this country, and in the National Library Service bulletin you will find the names of bureaus which will furnish films or slides, to libraries which have stereopticons or moving picture machines.

Another thing I want to call your attention to is a news digest of releases, which I hope to issue. I have coming into the office releases—perhaps 250 a week—from the different bureaus of the Departments of Agriculture, Commerce, Labor, Interior, and War. I make a digest of the material, and get it into about half a page of typewriting, selecting what seems to be the most interesting. Large libraries could use this on their bulletin board, or in their monthly or quarterly bulletin on agriculture, commerce, labor, and so on. This digest of press releases could be sent to editors of library bulletins, or to any librarians who had special need for it. This would be a mimeographed affair. It seems to me every library in agricultural districts would be glad to know of a little play that the Farm Bureau has been giving successfully, and librarians are looking for plays in the children's department.

I make further use of these releases. I don't like to throw these printed documents away, so after clipping what I want, I send them to another place. There are sixty sent out for bulletin board material to librarians I believe want them.

It seems to me in this way we can get to the people throughout the country a personal message from the Government. Having been in Washington now for eighteen months, and having started on this business of helping to present my Government to the people, I am enthusiastic about my Government.

Having gone through two or three hundred bureaus, and met the people who are doing the work, I wish our people throughout the United States could become aware of the real things that the Government is doing, and could do their little bit to help to make those real things still more real. The thing I would like to see our public libraries do is to take every opportunity of presenting our American Government, through the words of the people who are carrying on that Government, to the people who use our libraries, in order that all may know that ours is a Government *of* and *by*, as well as *for* the people.

Mr. Bowker: I move that the Public Documents Round Table thoroughly approves the work of the National Information Service and believes that it results both in a saving to the Government in pub-

lication, and in a vast increase of the usefulness of Government publications through the libraries of the country.

Carried unanimously.

Miss Dena M. Kingsley, the next speaker on the program, presented a paper on

RECENT TENDENCIES IN STATE PUBLICATIONS
(See p. 294)

Discussion followed, in which Mr. Bowker, Mr. Redstone, Mr. Brigham, and others took part.

Miss Taylor having called attention to an index of labor literature contemplated by the Commissioner of Labor, it was voted that a committee of five, with Chairman Godard as a member, be appointed to take up this matter as well as the plans of the Joint Committee on Printing, spoken of earlier in the meeting by Mr. Meyer.

The meeting was then adjourned.

ROUND TABLE OF THE LIBRARIES OF RELIGION AND THEOLOGY

The fourth annual meeting of the Round Table of the Libraries of Religion and Theology was held on the afternoon of June 28, the chairman, Mr. Azariah S. Root, presiding.

The first paper, by George D. Brown, of the General Theological Seminary of New York City, was bibliographical in nature: an annotated list of some important works relating to the Protestant Episcopal church in the United States. Each member of the Round Table had before him a mimeographed copy of Dr. Brown's list, and was thus able to follow closely the speaker's concise and pointed annotations. The list thus forms a valuable bibliography for anyone dealing with the Protestant Episcopal church.

A special type of religious library was then presented by Miss Maud I. Stull, of the *World Outlook*, who read a paper on the library of a missionary periodical. She pictured the conditions obtaining in such a library, where every effort is bent on securing facts accurately and promptly, and where physical conditions, if nothing more, discourage browsing. Her paper was enlivened by examples of some of the impossible questions asked, and she emphasized the fact that the library must be kept right up to the minute. Most of the books of such a library are gifts in return for reviews or advertisements.

A survey of the relative strength of missionary collections in various institutions was given by Mr. Frank G. Lewis, Crozer Theological Seminary. He had compiled this survey as a result of a questionnaire sent to twenty-two libraries, seventeen of which answered. He found that with the exception of the Foreign Missions Library and the Missionary Research Library there are no important separate missionary collections (the Day Missions Library being really a part of the Yale libraries). Nevertheless, various of the theological and seminary libraries possess important missionary material in limited fields. Thus the biggest collection of Baptist material is probably to be found at Chester. He spoke of the lack of a recognized standard for determining what constitutes a "missionary" work, and noted the unexpectedly large amount of literature published in this field. As an illustration of this he quoted the report of one library as receiving some 246 periodicals currently. Some discussion followed, in which Dr. Thayer, of Hartford, pointed out that while a questionnaire is the only available means of surveying such a field, it is frequently impossible to answer it fairly to the institution concerned. There seemed to be a general feeling that for any future survey there should be a more uniform basis of reporting, in accordance with generally accepted definitions of terms.

The last paper of the meeting was read by Mr. Glenn B. Ewell, of Rochester Theological Seminary, and discussed some administrative problems incident to the handling of funds in a theological library.

These were considered wholly in connection with the purchase of books: (1) Vesting the final authority in the librarian, a committee, or the faculty; (2) departmental apportionment; (3) relative advantages in ordering through local dealers, jobbers, or publishers. In regard to the last question, Mr. Ewell himself seemed inclined to use the local dealers, but lively discussion indicated that the feeling of the meeting favored buying through the jobbers.

The chairman then presented to the meeting the nominations for officers for the next year: Chairman, C. S. Thayer, of Hartford Theological Seminary; secretary, Clara Clark, of Bible Teachers' Training School, New York. These officers being unanimously elected, the meeting was adjourned.

TRAINING CLASS TEACHERS' ROUND TABLE

The Training Class Teachers Round Table met at 2:30 p. m., on Thursday, June 26, Miss Lucy L. Morgan, chairman, presiding.

The time was occupied with an informal exchange of ideas regarding matters of interest to those concerned in training class work.

LEAGUE OF LIBRARY COMMISSIONS

FIRST SESSION

The League of Library Commissions was called to order at 2:30 p.m., June 25, by the president, Mrs. Elizabeth Claypool Earl, who presented briefly and clearly the place of the League and the state library commission in that library development throughout the country which is anticipated by all. The president regretted the necessary omission of the midwinter meetings during her term of office, as well as the lack of development of any new plans of League work. This had been due to the extreme pressure under which all commissions and commission workers had been laboring during the war period. Everyone was doing his utmost to meet the demands for service in the various campaigns. The work involved in various drives of the library war service, food conservation, liberty loans, and others had left no time for cogitation as to what else might be done. Regrets as to the past, however, were not so important as plans for the future. The theme of the first session was announced as "The relation of the commission to the individual library," and Mrs. Earl presented as the first speaker, Dr. C. C. Williamson, of the New York Library, whose paper was entitled.

A LOOK AHEAD FOR THE SMALL LIBRARY

(See p. 141)

Dr. Williamson's paper was followed by a warm discussion. Mr. Wellman, of Springfield, stated that while central machinery is necessary if the small libraries of the state are to function well, the plan of having district superintendence has not always worked satisfactorily in Massachusetts. He agreed with Mr. Williamson's suggestion that an organized backing by influential men of the community, whether library trustees or not, was needed to make possible the right sort of legislation and administration. He felt that the big question in small towns was to get the communities to read good books, and questioned whether the approximate failure of the library movement there was not due to the tastes of the populace rather than to lack of the best machinery.

Mr. Bliss, of Pennsylvania, stated that before he could endorse Dr. Williamson's conclusions a more definite description of what was meant by the small library was needed. He did not desire to get rid of

the efficient small library. He did not believe in any scheme of certification which had been proposed yet and thought that library associations should look first at the efficiency of the service which a library was giving, not at its size.

Miss Downey, of Utah, held that an undue contrast had been made between the relative efficiency of the small and large library. The rural circulation per capita is stronger in rural communities than in cities, and, in general, rural library work has kept up with city work. Her belief was that we need help and standardization from top to toe of the profession, in commissions and libraries of all sizes.

Miss Tyler, of the Western Reserve Library School, approved highly of Dr. Williamson's paper, as she thought that the League and the commissions needed outside viewpoints. She thought that standardization of commissions was needed even before that of individual libraries, and she hoped that the A. L. A. Survey Committee would help here. She felt that a county unit was needed for efficiency of libraries in small communities; also that spreading the influence of the summer library school was the best way of developing the proper personnel. She did not feel that it would be possible to develop an organization of laymen who were conversant with library needs and conditions outside of the body of library trustees in any state.

Miss Crumley, of Georgia, stated that Georgia has no paid commission workers and badly needs such for pushing library work throughout the state.

Mr. Lowe, of Massachusetts, approved Mr. Williamson's proposal of a league of laymen to back library movements, and cited Mr. Vanderlip's splendid work in the library war service. He thought that commissions needed a better knowledge of general rural conditions, such as the loss of the village young folk to the larger cities. He felt that a survey was needed immediately and that the A. L. A. committee would get better results from the smaller libraries by applying to the various commissions and reaching the small libraries through these organizations.

The secretary then read a paper written by Miss Margaret A. Wade, of the Indiana Commission, on

HOW THE COMMISSION WORKS WITH THE SMALL PUBLIC LIBRARY

(See p. 146)

The discussion to follow Miss Wade's paper was cut short by the lateness of the hour. Miss Price, of Illinois, stated that Illinois was urging the establishment of the small library on the largest area and income basis possible. She felt that the League in an effort to help the small library would do well to publish a fine basic purchase list for the new library, one similar to the Wisconsin list.

Mr. Ferguson, of California, thought the emphasis of small versus large library was unimportant, and agreed with Mr. Bliss that the real question should be strength of service. This would be gained if sufficient funds were available, therefore the area served by a library should be large enough to make possible adequate financial support. He felt that certification of librarians was necessary if the best personnel is to be obtained. On another point he emphasized the fact that a strong county library is necessary if all the residents of a county are to be served.

Miss Guerrier, of the National Library Service, was called on for an impromptu talk, and spoke briefly of the work of the service, which now has a good grip on the sources of information concerning all federal government activities. Besides being available to answer any questions; they expect to continue the bulletin, and it was announced that a digest of press releases from all federal departments would be sent to any library on request.

The paper of Miss Elizabeth B. Wales, of the Missouri Commission, was read by the secretary, the subject being

LIBRARY COMMISSIONS AND THE HIGH SCHOOL OR RURAL SCHOOL LIBRARY

(See p. 149)

Miss Baldwin, of Minnesota, in discuss-

ing Miss Wales' paper, said that there was a great need of a standardization of school libraries, whether the work was conducted by the commission or the bureau of education. The former is usually without authority to enforce recommendations. The work of the Minnesota Commission in the school library field convinced the superintendent of education of the need of supervision. He thereupon started a school library department in his own office and annexed Miss Wilson from the commission staff. The two departments coöperated cordially and often exchanged visits in different communities. The whole Minnesota Commission by the act of the last legislature has been placed under the Department of Education with a larger appropriation and a better standing than before.

The session then adjourned.

SECOND SESSION

The president called the second session to order at 2:30 p. m., June 27, and announced as the theme of the session "League policies necessary for meeting new problems." This session was devoted to the discussion of the work of the League as an organization. The first paper read by the secretary was written by Mrs. Minnie Clarke Budlong, of the North Dakota Commission, one of the vice-presidents of the League, Mrs. Budlong's subject being

WHAT CAN THE LEAGUE DO FOR ITS MEMBERS?
—AN EVALUATION OF LIBRARY COMMISSIONS AND THEIR LEAGUE

(See p. 286)

It was desired to postpone the discussion until all the papers on various phases of the same subject had been presented, and the president called on Mr. John A. Lowe, of the Massachusetts Commission, who presented the topic

WHAT CAN THE LEAGUE DO FOR ITS MEMBERS?
—PUBLICATIONS

(See p. 291)

Miss Mary E. Downey, library organizer under the Utah Department of Public Instruction, spoke on

WHAT THE LEAGUE CAN DO FOR STATES WITHOUT ORGANIZED COMMISSIONS

(See p. 292)

Miss Downey's paper was followed by an exceedingly lively and interesting discussion. This was opened by Miss Elva L. Bascom, formerly of the Wisconsin Commission and now with the Children's Bureau, Washington, D. C. She suggested that the topic was "How the League of Library Commissions might gain strength," and thought that the question of the individual commission was not germane at this time. She recommended that a resolution be adopted asking the A. L. A. Survey Committee to survey the League. She said that the $600 in the League treasury would not permit any great activity on our own part, though it should be used for some useful purpose. She approved of Miss Downey's suggestion of individual memberships.

Miss Bascom went on to state that the worst situation is in states with paper leagues which have no appropriations and hence can do no work. These are always in the ultra-conservative states. The members are almost always political appointees who lack the punch as well as the necessary appropriations to accomplish things. The League needs to make a study of the commission work being done in various states, and there is need of literature on commission work and standards—something that would give in tabulated form a statement of budgets, helpers, salaries, and work accomplished of the various sorts.

Miss Rawson, of Kentucky, expressed herself as feeling that the League is altogether too self-depreciative. We forget our constant response to requests for help. She paid a tribute to the assistance rendered by the League when commission work was being started in Kentucky. She has found the League meetings and intercourse invaluable in her own work. Many states do not desire outside help and we cannot force it on them, but this does not prevent our being ready and willing to help when it is desired.

Miss Downey asked how far the League could go in these backward states without being officious. Could we ask Miss Bas-

com, for instance, to meet with the new Oklahoma commissioners and help them lay out a program?

The president said that there was no doubt of our willingness to help either individually or together, but that the League should not stop there. We should angle for invitations to help.

Miss Jones, of the Massachusetts Commission, stated that Wyoming had recently asked for help, feeling the need of an organized commission. She suggested that a list of possible commission workers was needed and that all library schools be asked for names of such graduates as would fit into this sort of work.

Miss Robinson, of Iowa, thought that one reason the value of the League is questioned is because the individual commissions are growing up and no longer need the League as much as when all commission work was new. For several years we have had no midwinter meetings, and these meetings in the middle west have always been more helpful to commission workers than the summer meetings. The League work is hard to measure, no figures can be of value in so general a work, but the League has always been a clearinghouse of commission ideas and information and as such is still of the utmost value to the individual members.

Mrs. Anne E. Congdon, of Rhode Island, felt that section meetings by geographical units would be a very great help, since conditions under which middle west commissions work differ radically from those by which the eastern commissions are affected.

Miss Baldwin, of Minnesota, spoke of the earlier history and intent of the League. Originally it was merely a section of the American Library Association, but a stronger separate organization seemed advisable. The first work was the issue of certain handbooks. Now, however, the publications feature is not so important since the A. L. A. Publishing Board exists. Miss Baldwin suggested the appointment of a League Traveling Committee whose duties should be to isit the various commissions. The country might be divided into sections, and a section assigned to each member of the committee for inspection and advice.

Mrs. Belle H. Johnson, of Connecticut, said that her state had not had much help from the League because they were unable to attend any but eastern meetings. She suggested a prompt informal meeting soon after arrival at conference so that new commission workers might get better acquainted with other workers in the same field.

The president recommended that the officers in charge of the next meeting arrange for a registration table where all commission workers can be registered. Such a table might serve as headquarters where these workers could find one another and discuss problems between sessions. She suggested also that a badge with some distinguishing feature be used to mark the commission worker. These suggestions were approved by Mrs. Johnson.

Mr. Flagg, of the Bangor, Maine, Public Library, expressed his appreciation of the helpfulness of the meetings, though like Connecticut and Rhode Island, Maine was obliged to miss meetings held at a distance.

Miss Mabel Winchell, of Manchester, New Hampshire, seconded Mr. Flagg's statement.

The discussion being ended, the president entertained a motion which was put and carried, that a committee be appointed by the chair to draw up an amendment for presentation at the next League meeting which would embody Miss Downey's suggestion of individual memberships in the League in addition to organization memberships. The secretary was appointed chairman of this committee, together with Mr. Lowe and Miss Price.

A paper was then presented by Miss Elva L. Bascom, in charge of library coöperation, Children's Bureau, Washington, D. C., her topic being

THE PLACE OF THE COMMISSION IN CHILD WELFARE WORK

(See p. 133)

The financial report of the secretary-treasurer was read, showing the following receipts, disbursements and balance. Four commission memberships are precarious because of non-payment of dues. In one case the commission is a branch of the state department of education and the department refuses to permit the payment.

Treasurer's Report

(For year ending June, 1919)

Receipts

Balance as audited July 4, 1918	$531.02	
1918 dues paid by 4 states, Aug.-Dec., 1918	20.00	
1918 & 1919 dues paid by 23 states, Jan.-May, 1919	120.00	
April 17, interest on Liberty Loans	5.05	
		$676.07

Disbursements

Oct. 15, Registered bonds of fourth liberty loan	$250.00	
Dec. 2, Sationery, W. B. Burford	7.50	
Apr. 3, Stationery, W. B. Burford	3.40	
		$260.90
Cash balance		$415.17
Bonds		250.00
Total		$665.17

After an explanation of the tangle in the expiration of office terms, which had resulted from the lack of midwinter meetings, the executive committee recommended fixing the specific dates for the expiration of the terms of those officers about to be elected, this definite understanding being necessary to get all terms back to a basis in accord with the provisions of the League constitution. Conference with the commission workers present had shown a large majority in favor of the immediate resumption of the midwinter annual meeting, although a number of eastern members did not agree in this sentiment.

The nominating committee, Miss Rawson, chairman, Miss Baldwin and Mr. Bliss, then brought in the following recommendations:

For president, for two years term, expiring January, 1921: John A. Lowe, Massachusetts Free Library Commission.

For vice-presidents, for one year term, expiring January, 1920,

1. Julia A. Robinson, Iowa Library Commission.
2. Anna A. MacDonald, Pennsylvania Free Library Commission.

For additional members of the Executive Board, for three years—

Matthew S. Dudgeon, Wisconsin Free Library Commission. Term expires January, 1921 (replacing William R. Watson, whose term expired January, 1918).

Elizabeth B. Wales, Missouri Public Library Commission. Term expires January, 1922 (replacing Anna M. Price, whose term expired January, 1919).

Mrs. Minnie L. Blanton of the Executive Board and the secretary hold office until the next annual meeting.

The report of the nominating committee was accepted and approved, and after voting to instruct the secretary to cast the ballot electing the nominees, the session and conference adjourned.

SPECIAL LIBRARIES ASSOCIATION

FIRST SESSION

The first session of the convention of the Special Libraries Association was called to order by the president, Mr. Guy E. Marion, Tuesday afternoon, June 24, in the Lounge of the New Monterey, Asbury Park, New Jersey, with approximately one hundred persons present. This was the tenth annual convention, and as Mr. Marion was one of the charter members of the Association, the opening of his presidential talk was retrospective. He compared the Association to an invention which passes through the states of ridicule, experimentation, and acceptance and mentioned many definite contributions which have been made to the library movement in recent years. In Mr. Marion's words, "The formation of the special library was a direct result of the demand for ready reference material furnished with expedition, coupled with its presentation in organized and digested form. This function with due justice to its numerous readers the public library could hardly be expected to perform. Hence the creation of the special libraries."

Mr. Marion extended thanks to the members of his executive board who have faithfully supported him during the year. The work of Miss Williams, secretary-treasurer, and Mr. Friedel, editor of *Special Libraries*, received particular comment. Miss Williams has placed the association on a firm financial basis due to her untiring efforts throughout the year.

Special Libraries speaks for Mr. Friedel's efforts. Its increasing quality and merit show the result of his untiring work. One of the most important accomplishments of the year is the formation of the definition for special libraries. This is the result of many conferences with Mr. Jacob, librarian of the General Electric Company, and reads as follows:

"A Special Library consists of a good working collection of information either upon a specific subject or field of activity; it may consist of general or even limited material, serving the interests of a special clientele, and preferably in charge of a specialist, trained in the use and application of the particular material."

With this definition as a guide, Mr. Jacob, chairman of the Survey Committee, will proceed in the work of collecting data about special libraries throughout the United States and in other countries.

Mr. Marion lay great stress on the desirability of all library systems working in harmony. Again to quote from his talk:

"These special libraries should be built up rapidly and effectively under the help and stimulus of the local public librarian. If encouraged and helped thus to get onto their feet, every one of these special libraries will naturally become a prop to the public library itself in its time of need. No public library in a large community of diversified industries can ever hope to compete with its public funds as backing against the special library when well developed in any one industry and backed by its unlimited resources; but on the other hand the public library should encourage the coming and growth of these special libraries to strengthen its own resources. In such a community I picture a progressive public library doing everything to lead its local industries to establish special libraries of their own by loaning books and other data pertaining to their work and thus sowing the seed, so that in time the public library may be able to command through its contact with these highly developed special libraries information which otherwise would never have been found available. In this way we have a complete and entire library system for the whole nation. It centers in the Library of Congress at Washington, from there it radiates to every state in the union to the several state libraries, thence to the local public libraries within each state and these in turn will be surrounded by a group of financial, commercial, industrial, medical, technical and other special libraries. We thus disarm all opposition and construct a whole organism. . . . No one element alone is complete without the others. All are stronger with the others' help."

The secretary-treasurer's report was then given. Owing to Miss Williams' recent illness, Miss Phail was acting secretary for the duration of the convention. The most striking statement was that the

secretary-treasurer received a balance of $10 in 1918 and turns over a balance of $273.25 to the incoming secretary-treasurer. The effort Miss Williams has made this year speaks for itself.

The report of the editor of *Special Libraries*, Mr. J. H. Friedel, was presented, Mr. Friedel giving a history of the revivification of *Special Libraries*. At the beginning of the year, the magazine had a mailing list of 325 subscribers and 150 exchanges. The end of the year shows a mailing list of 430 subscribers and practically no exchanges. The editor was given a rising vote of thanks for his faithful services of the past.

The program shows, as Mr. Marion very aptly states, that "men with breadth of address, vision and executive qualities have identified themselves with the Special Libraries Association and are willing to bring their rich business experience to our meetings."

As the papers will appear in *Special Libraries* during the coming year they will only be mentioned here. The first paper was "Documentation in the field of rehabilitation of the disabled," given by Mr. Douglas McMurtrie, director of the Red Cross Institute for Cripples, New York City. This most interesting paper was followed by a moving picture called "The cheer-up film," the story of a man who had lost both arms, yet was cheerful and capably earning his own living.

Mr. F. M. Feiker, editorial director of the McGraw Hill Company, Inc., New York City, gave a short talk on "How the special library can help build industry." The paper brought forth much discussion. A motion was made by Mr. Friedel and seconded by Miss Carabin that a committee of five or more be appointed by the chairman to consider with Mr. Feiker the problems of the coming year. The following committee was appointed:

G. W. Lee, Stone & Webster, Boston, Mass., Chairman; Ida B. Campbell, Goodrich Rubber Co., Akron, Ohio; Elsie L. Baechtold, College of Engineering, Urbana, Ill.; Louise B. Krause, H. M. Byllesby & Co., Chicago; Ethelwyn Gaston, Western Electric Co., New York City; Edith Phail, Scovill Mfg. Co., Waterbury, Conn.; W. F. Jacob, General Electric Company, Schenectady, N. Y.

Mr. George A. Deveneau, representative from the Federal Board of Vocational Education, 200 New Jersey Avenue, N. W., Washington, D. C., gave a ten-minute talk on the work the federal board is doing with the returned disabled soldiers. Monographs covering 104 occupations for disabled persons can be obtained upon request.

Mr. F. S. Crum, assistant statistician of the Prudential Insurance Company, Newark, New Jersey, gave an excellent address on the "Library and statistical work with the Prudential."

A motion was made by Mr. Lee and seconded by Mr. Johnston that a nominating committee be appointed by the chair to report at the next session. The following were appointed on the Nominating Committee: Mr. D. N. Handy, Chairman; Miss Mary B. Day; Mr. Herbert O. Brigham.

The first session adjourned at 6:30 p. m.

SECOND SESSION

The second session of the Special Libraries Association was called to order at 3:00 p. m. by the president, Mr. Guy E. Marion, with approximately two hundred and fifty people present.

Mr. E. D. Tweedell, assistant librarian, John Crerar Library, Chicago, read his paper on "Special libraries and the large reference libraries."

Mr. D. Ashley Hooker, technology librarian, Public Library, Detroit, Michigan, read a paper on "A technology department as a business investment."

Mr. R. S. Rife, of the bond statistical division of the Guaranty Trust Company, New York City, gave a very enlightening and interesting discourse on "Investment of capital in foreign countries—America's opportunity and responsibility."

Mr. F. S. Faurole, manager of department of education and sales promotion of the Curtiss Aeroplane and Motor Corporation, New York City, gave an illustrated talk on "Aviation—as applied to the index-

ing of aeronautical literature." He made a special appeal to the members of the association for suggestions for a classification applicable to his work.

Mr. Leon I. Thomas, editor of *Factory*, Chicago, gave some sage advice in "Some whys and hows of our library and a few don'ts."

Miss Edith Phail, librarian of the Scovill Manufacturing Company, Waterbury, Conn., gave some interesting suggestions in "Aids to magazine routing systems."

A short business meeting was held, but due to the lateness of the hour the meeting adjourned to an extra business session to be held at 9:30 a. m., June 26, 1919.

EXTRA BUSINESS SESSION

The extra business session was called to order at 9:30 a. m. in the Lounge by the president, Mr. Guy E. Marion, with about seventy-five present.

The report of the Nominating Committee was read and accepted.

It was moved and seconded that the secretary be instructed to cast one ballot for the nominees as proposed by the committee. The officers for the coming year are as follows:

President, Maud E. Carabin, librarian Detroit-Edison Company, Detroit, Mich.; vice-president, E. H. Redstone, librarian Massachusetts State Library, Boston, Mass.; secretary-treasurer, Estelle L. Liebmann, librarian National Workmen's Compensation Bureau, N. Y.; executive committee. E. H. McClelland, Carnegie Library, Pittsburgh, Pa., for two years. (J. H. Friedel, National Industrial Conference Board, Boston, Mass., has another year to serve on the Executive Board.)

Another progressive step made at the Special Libraries Association meeting was the division of the association members into groups of allied interest.

A motion was made and seconded that the formation of an advisory council to the executive board be chosen to represent the various groups in the Special Libraries Association, each group to elect two members. The groups were formed by those present and the following elected as the advisory council:

Commercial group: Rose Cameron, Laura R. Gibbs. *Financial group:* Josephine M. Hefron, Alice Rose. *Insurance group:* Daniel N. Handy, Estelle L. Liebmann. *Legislative reference group:* Clarence B. Lester, Dorsey W. Hyde, Jr. *Technical and engineering group:* Louis B. Krause, Anne E. Draper. *Industrial group:* William F. Jacob, Edith Phail. *Welfare group:* F. W. Jenkins, Orrena L. Evans.

Meeting adjourned at 12:30 p. m. to another short business session to be held at 5:00 p. m.

EXTRA BUSINESS SESSION

The extra business session was called to order by the president, Mr. Guy E. Marion, at 5:00 p. m., in the Lounge, with about fifty people present.

The report of Mr. Jacob, chairman of the Survey Committee, was heard and accepted. A motion was made and seconded that the committee be continued for the coming term.

The report of a number of other committees closed the business session at 6:00 p. m.

THIRD SESSION

The third session of the Special Libraries Association was called at 8:00 p. m., Thursday, June 26, by the president, Mr. Guy E. Marion, with about two hundred and fifty persons present, Miss Estelle L. Liebmann acting as secretary.

The first paper on the program was, "Industrial accidents and the library's share in their reduction," by Miss Estelle L. Liebmann, National Workmen's Compensation Bureau.

Mr. Dorsey W. Hyde, Jr., librarian of the New York Municipal Reference Library, gave a very interesting paper on "Good government and better citizenship via the civic library."

Miss G. B. Easley, director of the welfare department of the National Civic Federation, New York City, in "Humanitarianism in industry," gave an illustrated lecture on the welfare work in industry.

Miss Klager, of the U. S. Department of Labor, spoke of Bulletin 250, issued by the Bureau of Labor Statistics, which describes welfare work in all its phases in the U. S.

The qualifications of a librarian for a library of a league of municipalities is very aptly put in the paper "The library and the league of municipalities" by Mr. Homer Talbot, executive secretary of the New Jersey State League of Municipalities.

Mr. Leslie Willis Sprague, of the Community Motion Picture Bureau, New York City, gave an illustrated talk on "Americanization by indirection."

The last session adjourned at 11:15 p. m.

The convention was most satisfying as a whole. New members were received daily at the registration desk, and also many subscriptions. The association can look forward to a bright future.

AMERICAN ASSOCIATION OF LAW LIBRARIES

Thirty-five members were present at the meeting of the American Association of Law Libraries, June 24-26. Four sessions were held, including one joint session with the National Association of State Libraries. The following papers were read, all of which will be printed in full in the *Law Library Journal*:

"Pennsylvania side reports," Luther E. Hewitt, librarian, Law Association of Philadelphia; "Law library binding in war time," Dr. G. E. Wire, deputy librarian, Worcester County Law Library, Worcester, Mass.; "Shelf classification of foreign law books," W. H. Alexander, assistant librarian, Library of the Association of the Bar, New York, and Elsie L. Basset, Columbia University Law Library; "Revisions and compilations of the laws of New York," John T. Fitzpatrick, law librarian, New York State Library.

There were round table discussions on the following subjects: Shelf arrangement of law reports, interlibrary loans between law libraries, guide cards for law library catalogs, indexes to legal periodicals.

The following officers were elected for the year 1919-1920: President, Frederick C. Hicks, law librarian, Columbia University; first vice-president, Sumner Y. Wheeler, librarian, Essex Bar Association Library, Salem, Mass.; second vice-president, Mary K. Ray, deputy librarian, Nebraska State Library; secretary, Agnes Wright, librarian, Wyoming State Library; treasurer, Anna M. Ryan, assistant librarian, Supreme Court Library, Buffalo, N. Y.; executive committee, Edward H. Redstone, John T. Fitzpatrick, George S. Godard.

ATTENDANCE SUMMARIES

By Position and Sex

	Men	Women	Total
Trustees	7	1	8
Library Commissions	4	20	24
Chief Librarians	143	231	374
Heads of Dept's and Branch Librarians	40	137	177
Assistants	33	353	386
Library School Instructors	2	19	21
Library School Students	2	3	5
Editors	4	12	16
Commercial Agents	34	3	37
Others	32	88	120
	301	867	1168

By Geographical Sections

6 of the	6	New England States	128
5 "	5	North Atlantic States and District of Columbia	684
6 "	6	South Atlantic States	33
8 "	8	North Central States	242
6 "	6	South Central States	28
10 "	14	Western States	39
3 "	3	Pacific States	10
		Canada	3
		China	1
Total			1168

By States

Alabama	2	Florida	3
Arizona	1	Georgia	9
Arkansas	2	Illinois	60
California	4	Indiana	20
Colorado	6	Iowa	12
Connecticut	36	Kansas	2
Delaware	14	Kentucky	11
District of Columbia	65	Louisiana	1
		Maine	3
Maryland	13	Pennsylvania	67
Massachusetts	63	Rhode Island	15
Michigan	52	South Carolina	3
Minnesota	14	Tennessee	10
Mississippi	2	Texas	13
Missouri	23	Utah	4
Montana	2	Vermont	8
Nebraska	5	Virginia	8
New Hampshire	3	Washington	5
New Jersey	135	West Virginia	5
New York	389	Wisconsin	9
North Carolina	5	Wyoming	1
North Dakota	2	Canada	3
Ohio	52	China	1
Oklahoma	4		
Oregon	1	Total	1168

By Libraries

Libraries having five or more representatives

New York Public Library	112
Brooklyn Public Library	41
Detroit Public Library	29
Cleveland Public Library	17
Newark Free Public Library	16
Public Library of District of Columbia	12
Chicago Public Library	11
St. Louis Public Library	9
U. S. Department of Agriculture Library	9
Pittsburgh Carnegie Library	8
Louisville Free Public Library	7
New York State Library	7
Library of Congress	7
New York State Library School	6
Boston Public Library	5
Pratt Institute Free Library	5
Providence Public Library	5
Queens Borough Public Library	5

ATTENDANCE REGISTER

Abbreviations: F., Free; P., Public; L., Library; ref., Reference; catlgr., Cataloger; ln., Librarian; asst., Assistant; br., Branch; sch., School.

Ackley, Gabriella, ln. Yorkville Br. P. L., N. Y. City.
Adams, Leta E., head L. Supplies Dept., Gaylord Bros., Syracuse, N. Y.
Adams, Florence A., acting child. ln. Riverside Br. P. L., N. Y. City.
Adams, Inez, asst. Carnegie F. L., Ogden, Utah.
Ahern, Mary Eileen, ed. Public Libraries, Chicago.
Alexander, Laura, ln. Dallas High Sch. L., Dallas, Tex.
Alexander, Mary Louise, ln. J. Walter Thompson Co., N. Y. City.
Alexander, W. H., Ass'n of the Bar of the City of New York, 42 West 44th St., N. Y. City.
Allaire, Marguerite, asst. ln. F. P. L., Bayonne, N. J.
Alleman, Helen G., child. ln. P. L., Harrisburg, Pa.
Allen, Edith E., asst. F. P. L., Englewood, N. J.
Allen, Harriet Luella, ln. P. L., Houghton, Mich.
Allen, Mary S., ln. Provident Life & Trust Co. L., 4th & Chestnut St., Philadelphia, Pa.
Allen, Mary T., asst. ln. P. L., Asbury Park, N. J.
Amundsen, Margit S., stud. N. Y. State L. Sch., Albany, N. Y.
Anderson, Edwin Hatfield, director P. L., N. Y City.
Anderson, John R., bookseller, 31 West 15th St., N. Y. City.
Andrews, Clement Walker, ln. The John Crerar L., Chicago.
Ansteinsson, John, stud. N. Y. State L. Sch., Albany, N. Y.
Armstrong, Ione, ln. F. P. L., Council Bluffs, Iowa.
Ashley, Grace, sec'y to ln. F. P. L., Newark, N. J.
Ashley, May, ln. P. L., Greenfield, Mass.
Ashman, Katharine C., asst. ln. N. J. Zinc Co. of Pa. L., Palmerton, Pa.
Askew, Sarah B., organizer N. J. P. L. Commission, Trenton, N. J.
Atwood, Alice C., bibliographical asst. Bureau of Plant Industry, U. S. Dept. of Agriculture, Washington D. C.
Avery, Harriet K., ln. Keystone State Normal Sch., Kutztown, Pa.
Avey, E. Gertrude, chief child. ln. P. L., Cincinnati, O.
Ayres, Mary A., child. ln. 115th St. Br. P. L., N. Y. City.
Azzara, Vincent, ln. Morris County Law L., Morristown, N. J.
Azzara, Mrs. Vincent, Morristown, N. J.
Babcock, Helen S., ln. Austin High Sch. Br. P. L., Chicago.
Baechtold, Elsie L., ln. Engineering Coll. Univ. of Ill., Urbana, Ill.
Bailey, Arthur Low, ln. Wilmington Inst. F. L., Wilmington, Del.
Bailey, Louis J., ln. P. L., Gary, Ind.
Bailey, Thomas D., Library Bureau, N. Y. City.
Baillet, May E., ln. F. P. L., Irvington, N. J.
Baird, Mabel E., asst. ln. Tech. L., E. I. du Pont de Nemours and Co., Wilmington, Del.
Baker, Charles Melville, ln. Camp L., Camp Meade, Md.
Baker, Laura M., asst. Book Order Office P. L., N. Y. City.
Baker, M. Lillian, sr. asst. Yorkville Br. P. L., N. Y. City.
Baker, Mary Ellen, head catlgr. Mo. Univ. L., Columbia, Mo.
Baker, Mary Neikirk, asst. Br. Dept. P. L., N. Y. City.
Baldwin, Clara F., director Minn. P. L. Commission, St. Paul, Minn.
Baldwin, Emma V., sec'y to ln. P. L., Brooklyn, N. Y.
Ball, Fanny D., ln. Central High Sch. L., Grand Rapids, Mich.
Bamford, William B., pres. Board of Trustees F. P. L., Belmar, N. J.
Bargar, Frances A., asst. P. L., Columbus, O.
Barickman, Mrs. Rena M., ln. P. L., Joliet, Ill.
Barker, Tommie Dora, ln. Carnegie L. and director L. Sch., Atlanta, Ga.
Barnes, Cornelia S., Bureau of Markets, U. S. Dept. of Agriculture, Washington, D. C.
Barnes, Elizabeth, sr. asst. P. L., Chicago.
Barnes, Grace, catlgr. and ref. ln. Univ. of Okla. L., Norman, Okla.
Barnett, Claribel Ruth, ln. U. S. Dept. of Agriculture L., Washington, D. C.
Barnett, Helen, asst. Woodstock Br. P. L., N. Y. City.
Barr, Mrs. A. E., Washington, D. C.
Barr, Charles J, asst. ln. Yale Univ. L., New Haven, Conn.
Barr, M. Kathryn, asst. Class. Div. L. of Congress, Washington, D. C.
Barrette, Lydia M., ln. P. L., Jacksonville, Ill.
Bartholomew, P. A., N. J. Zinc Co. of Pa., Palmerton, Pa.
Bartlett, Sarah R., acting ln. F. P. L., Concord, Mass.
Bascom, Elva L., in charge L. Co-operation, Children's Bureau, Washington, D. C.
Bates, Anna L., ln. High Sch. L., Quincy, Mass.
Bauman, Miss I. G., Bond L. Dept. Guaranty Trust Co., N. Y. City.
Baumler, Jane I., sch. ref. ln. P. L., Utica, N. Y.
Beale, Helen M., asst. ln. Adelbert Coll. L., Western Reserve Univ., Cleveland, O.
Beall, Mrs. Rachel H., asst. ln. St. Agnes Br. P. L., N. Y. City.
Beck, Caroline S., catlgr. P. L., New Rochelle, N. Y.
Bedinger, Margery, asst. Technology Div. P. L., N. Y. City.
Beer, William, ln. Howard Mem. L., New Orleans, La.
Belden, Charles F. D., ln. P. L., Boston, Mass.
Bell, Grace W., Grosvenor L., Buffalo, N. Y.
Bement, Constance, asst. Ref. Dept. P. L., Detroit, Mich.
Bendikson, Lodewyk, bibliographer Henry E. Huntington L., N. Y., City.
Bendikson, Mrs. Lodewyk, 565 West 190th St., N. Y. City.
Berkey, L. Helen, ln. Cambria F. L., Johnstown, Pa.
Bickel, Klara K., asst. De Kalb Br. P. L., Brooklyn, N. Y.
Billingsley, Mary P., chief of Documents Div. P. L., Kansas City, Mo.
Bircholdt, Harriet N., chief Bureau of P. Discussion Extension Div. Univ. of Ind., Bloomington, Ind.
Birdsall, Jean, 498 Clinton Ave., Albany, N. Y.
Bischoff, Louise W., asst. F. P. L., Rutherford, N. J.
Bishop, William Warner, ln. Univ. of Mich. General L., Ann Arbor Mich.
Bishop, Mrs. William Warner, Ann Arbor, Mich.

Betts, Gladys J., L. Assn., Portland, Ore.
Bixby, Alice P., Army War Coll. L., Washington, D. C.
Blair, Mellicent L., ln. Y. W. C. A. L., 610 Lexington Ave., N. Y. City.
Blair, Rosannah G., ln. Salem Coll. L., Winston-Salem, N. C.
Bleecker, Louisa O., catlgr. F. P. L., Elizabeth, N. J.
Bliss, Henry E., deputy ln. Coll. of City of New York, N. Y. City.
Bliss, Robert P., asst. sec'y F. L. Commission, Harrisburg, Pa.
Blumberg, Nadine, asst. ln. Woodstock Br. P. L., N. Y. City.
Boardman, Clark, 33 Park Place, N. Y. City.
Boerlage, Louise M., asst. P. L., N. Y. City.
Bogle, Sarah C. N., principal Carnegie L. Sch., Pittsburgh, Pa.
Borden, Fanny, ref. ln. Vassar Coll. L., Poughkeepsie, N. Y.
Borden, William A., Morris Cove, Conn.
Bostwick, Arthur Elmore, ln. P. L., St. Louis, Mo.
Bostwick, Mrs. Arthur Elmore, St. Louis, Mo.
Boswell, Jessie Partridge, Administration Div. Ref. L. Br. U. S. Army Ordnance, Washington, D. C.
Bowerman, George F., ln. P. L. of the District of Columbia, Washington, D C.
Bowerman, Mrs. George F., Washington, D. C.
Bowker, Richard Rogers, ed. Library Journal, 62 W. 45th St., N. Y. City.
Bowker, Mrs. Richard Rogers, 33 W. 12th St., N. Y. City.
Bowman, Florence M., ln. P. L., Plainfield, N. J.
Bowman, Frances E., child. ln. P. L., St. Louis Mo.
Bowman, Nancy F., ln. F. P. L., Cliffside, N. J.
Brackbill, Anna Lucile, catlgr. Union Theological Seminary L., N. Y. City.
Brackett, Marian W., ln. Brighton Br. P. L., Boston, Mass.
Bradish, Amy E., A. L. A. L. War Service, Washington, D. C.
Bradish, Martha, Washington, D. C.
Bradley, Florence, ln. Tompkins Sq. Br. P. L., N. Y. City.
Brainerd, Marion, asst. ln. Maine State L., Augusta, Me.
Brigham, Gwendolyn, asst. American Library Association Headquarters, Chicago.
Brigham, Harold F., ln. Camp L., Camp Merritt, N. J.
Brigham, Hattie I., ln. Liberty Square Br. F. P. L., Elizabeth, N. J.
Brigham, Herbert Olin, ln. R. I. State L., Providence, R. I.
Brook, Eva, Princeton Sch. L., Princeton, N. J.
Brooker, Rosalie A., asst. Circ. Dept. P. L., N. Y. City
Brooks, Maud D, ln. P. L., Olean, N. Y.
Broomell, Ellyn Chapin, ln. Camp L., Camp Grant, Ill.
Brower, Kate W., F. L., Orange, N. J.
Brown, Charles Harvey, asst. ln. P. L., Brooklyn, N. Y.
Brown, Delia E., ln. P. L., Salina, Kan.
Brown, Demarchus C., ln. Indiana State L., Indianapolis, Ind.
Brown, Gwendolen, ln. Bushwick Br. P. L., Brooklyn, N. Y.
Brown, Jane H., 1st asst. and dir. Child. Work P. L., Lakewood, Ohio.
Brown, Josephine A., ln. P. L., Keyport, N. J.
Brown, Mabel W., ln. Nat'l Com. Mental Hygiene L., N. Y. City.
Brown, Margaret W., A. L. A. L. War Service, Washington, D. C.
Brown, Ruth L., sec'y Vt. F. L. Commission, Montpelier, Vt.
Brown, Walter L., ln. P. L. Buffalo, N. Y.
Brown, Mrs. Walter L., Buffalo, N. Y.
Brown, William L., disbursing officer A. L. A. Library War Service, Washington, D. C.
Browne, D. R., bookseller, 471 Fifth Ave., N. Y. City.
Brush, Ella M., ln. The Greenwich L., Greenwich, Conn.
Bucher, Mrs. Paul, Information Div. P. L., N. Y. City.
Bucknam, Edith P., chief Catalog Dept. Queens Borough P. L., Jamaica, N. Y.
Buker, Lucy M., 1st asst. Hampton Inst. L., Hampton, Va.
Bull, Mrs. Louise P., sr. asst. P. L., N. Y. City.
Bulmer, Jeanie M., asst. ln. Guaranty Trust Co. L., N. Y. City.
Bunting, Alice, ln. U. S. Debarkation Hospital No. 5, N. Y. City.
Burnet, Duncan, ln. Univ. of Georgia L., Athens, Ga.
Burnet, Martha Alice, ln. F. P. L., Dover, N. J.
Burnite, Caroline, director Child. Work P. L., Cleveland, O.
Burns, Ida A., asst. Child. Dept. P. L., Providence, R. I.
Burrows, Dorothy E., ln. F. P. L, Rutherford, N. J.
Butler, Harold L., ln. The American Law L., N. Y. City.
Butler, Mrs. Harold L., N. Y. City.
Bynum, Pamela, ln. Carnegie P. L., Winston-Salem, N. C.
Byrne, Paul R., ln. Nat'l Bank of Commerce, N. Y. City.
Cahill, Mrs. Cora M., head Circ. Dept. P. L., Syracuse, N. Y.
Calfee, Margaret E., ln. Northeast High Sch. Br. P. L., Kansas City, Mo.
Califano, Augustave E., P. L., Brooklyn, N. Y.
Calkins, Ruth Helen, 1st asst. Bushwick Br. P. L., Brooklyn, N. Y.
Callahan, Lilian, ln. Levi Heywood Mem. L., Gardner, Mass.
Cameron, Rose, ln. International Buyers Club, Bush Terminal Co., 130 W. 42d St., N. Y. City.
Campbell, Clara Evelyn, child. ln. P. L., St. Joseph, Mo.
Campbell, Ida B., ln. General L. B. F. Goodrich Co., Akron, O.
Capek, Mrs. Anna V., N. Y. City.
Carabin, Maud A., ln. Detroit Edison Co. L., Detroit, Mich.
Carey, Miriam E., A. L. A. Hospital Field Service, 25 Porter Place, Atlanta, Ga.
Carlson, Corinne J., P. L., Detroit, Mich.
Carlton, W. N. C., ln. Newberry L., Chicago.
Carpenter, Sara E., ln. Base Hospital L., Camp Jackson, S. C.
Carr, Henry J., ln. P. L., Scranton, Pa.
Carr, Mrs. Henry J., 919 Vine St., Scranton, Pa.
Carstensen, Grace, ln. National Aniline and Chemical Co. L., N. Y. City.
Casamajor, Mary, ln. Bedford Br. P. L., Brooklyn, N. Y.
Casey, Nelka V., ln. St. Louis Medical L., St. Louis, Mo.
Cavanaugh, Eleanor S., ln. Standard Statistics Co. L., N. Y. City.
Cawley, Reba S., dept. ln. Dept. of Natural Sciences Princeton Univ. L., Princeton, N. J.
Center, Sarah E., asst. ln. Biddle Law L., Univ. of Pa., Philadelphia, Pa.
Chandler, J. Elmore, ref. asst. 115th St. Br. P. L., N. Y. City.
Chapin, Ernest W., 82 Monroe St., Somerville, Mass.
Chapin, Esther S., catlgr. Ohio State Univ. L., Columbus, O.
Charles, Adrienne B., ln. Nat'l Catholic War Council L., Washington, D. C.
Chase, George E., supervisor of Washington Camps A. L. A. L. War Service, Washington, D. C.

Cheney, Lucy D., ln. F. L., Rutland, Vt.
Cheney, Nellie Mae, ln. F. P. L., Ilion, N. Y.
Chipman, Frank E., pres. Boston Book Co., 83 Francis St., Boston, Mass.
Chivers, Cedric, pres. and treas. Chivers Book Binding Co., Brooklyn, N. Y.
Christie, John W., official stenographer, 311 V St. N. E., Washington, D. C.
Christopher. Katharine M., ln. Nat'l Bd. Y. W. C. A., 600 Lexington Ave., N. Y. City.
Cliflin, Alta B., ln. Federal Reserve Bank L., Cleveland, O.
Clapp, Clifford Blake, catlgr. Henry E. Huntington L., N. Y. City.
Clark, Clara M., ln. Bible Teachers' Training Sch. L., N. Y. City.
Clark, Gertrude E., asst. P. L., Detroit, Mich.
Clark, Hazel C., asst. Loan Dept. P. L., Detroit, Mich.
Clark, Mabelle L., ln. Belmar L., Belmar, N. J.
Clarke, Frances, asst. ln. Central Child. Room P. L., N. Y. City.
Clement, Ina, catlgr. Municipal Ref. L., N. Y. City.
Clinton, Mabel, gen. asst. P. L., Detroit, Mich.
Clizbee, Azalea, editor Readers' Guide, Supplement, H. W. Wilson Co., N. Y. City.
Cobb, Mrs. Charles N., 26 N. Pine Ave., Albany, N. Y.
Cobb, Mary Elizabeth, ln. N. Y. State Coll. for Teachers L., Albany, N. Y.
Cobb, Mrs. Maud Barker, ln. State L., Atlanta, Ga.
Coffey, Maude M., asst. P. L., N. Y. City.
Coffin, Helen, legislative ref. ln. Conn. State L., Hartford, Conn.
Colcord, Mabel, ln. Bureau of Entomology, Dept. of Agriculture, Washington, D. C.
Cole, George Watson, ln. Henry E Huntington L., N. Y. City.
Colegrove, Mrs. Mabel E., acting chief Lending Dept. F. P. L., Newark, N. J.
Colgrove, Vivian G., A. L. A. L. War Service, Washington, D. C.
Collier, Mary E., head Bindery Cossitt L., Memphis, Tenn.
Colt, Alice M., The Ferguson L., Stamford, Conn.
Colwell, Luella, ln. Lawrenceville Sch. L., Lawrenceville, N. J.
Conard, Jane, ln. De Kalb Br. P. L., Brooklyn N. Y.
Conat, Mabel L., 1st asst. Ref. Dept. P. L., Detroit, Mich.
Congdon, Mrs. William M., l. visitor and director of Traveling L's. for R. I. State Board of Education, Providence, R. I.
Connell, Grace, asst. P. L., Scranton, Pa.
Connoll, M. H., F. L., Philadelphia, Pa.
Cook, Dorothy E., asst. to Field Dir. of Hospital L's. A. L. A. Dispatch Office, 31 W. 15th St., N. Y. City.
Cook, Edith L., ln. East Technical High Sch. Br. P. L., Cleveland, O.
Cook, Ella B., asst. to organizer N. J. P. L. Commission, Trenton, N. J.
Cook, Grace L., catalog. ln Engineering L., Columbia Univ., N. Y. City.
Cook, Ruth V., P. L., Boston, Mass.
Cooper, Isabella Mitchell, ln. in charge Central Circ. Br. P. L., N. Y. City.
Coplin, Martha Lee, chief Pub. Doc. Dept. F. L., Philadelphia, Pa.
Corliss, Mary, asst. Adriance Mem. L., Poughkeepsie, N. Y.
Couillard, Ada S., catlgr. Columbia Univ. L., N. Y. City.
Countryman, Gratia A., ln. P. L., Minneapolis, Minn.
Cowing, Agnes, child. ln. Pratt Inst. F. L., Brooklyn, N. Y.
Cox, Fannie, asst. Ref. Dept. P. L., Detroit, Mich.
Crandle, Inez, ln. Dimmick Memorial L., Mauch Chunk, Pa.
Craver, Harrison W., director L. of the United Engineering Societies, 29 W. 39th St., N. Y. City.
Craver, Mrs. Harrison W., N. Y. City.
Crone, Albert, Library Journal, 62 W. 45th St., N. Y. City.
Crow, Martha Foote, 16 Morningside Ave., N. Y. City.
Cruice, Mary Z., 1932 Spruce St., Philadelphia, Pa.
Crumley, Susie Lee, asst. ln. Carnegie L., chief instructor L. Training Sch., and organizer Georgia L. Commission, Atlanta, Ga.
Crunden, Mrs. F. M., 628 N. Spring Ave., St. Louis, Mo.
Cuffe, Agnes M., child. ln. Tompkins Square Br. P. L., N. Y. City.
Cummings, T. Harrison, ln. P. L., Cambridge, Mass.
Cunningham, Jesse, ln. P. L., St. Joseph, Mo.
Curtice, Helen B., child. ln. Brownsville Child. Br. P. L., Brooklyn, N. Y.
Curtiss, Clara Louise, child. ln. Brownsville Children's Br. P. L., Brooklyn, N. Y.
Cushman, Esther C., P. L., Providence, R. I.
Cutler, Marian, in charge Child. Dept. and Work with Schools, P. L., Bridgeport, Conn.
Dana, John Cotton, ln. F. P. L., Newark, N. J.
Darby, M. Claire, asst. Tech. Div. P. L., Cleveland, O.
Darling, Frances C., 121 Suffolk Road, Chestnut Hill, Mass.
Datz, Harry R., Library Bureau, 316 Broadway, N. Y. City.
Davidson, Adeline T., sec'y and asst. to ln. F. P. L., East Orange, N. J.
Davidson, Isabel, asst. ln. Federal Reserve Bank. N. Y. City.
Davis, Dorothy B., child. ln. P. L., New Rochelle, N. Y.
Davis, Georgia Sylvia, statistician P. L., Grand Rapids, Mich.
Davis, Jennie Louise, asst. ln. Cossitt L., Memphis, Tenn.
Davis, Letty Lucile, ln. Red Cross Inst. for Crippled and Disabled Men, 311 Fourth Ave., N. Y. City.
Davis, Mary G., child. ln. 58th St. Br. P. L., N. Y. City.
Davis, Mary H., high sch. ln. P. L., Brookline, Mass.
Davis, Mildred E., child. ln. P. L., Utica, N. Y.
Davis, Orlando C., ln. P. L., Waltham, Mass.
Davis, Reba, ln. Iowa State Traveling L., Des Moines, Iowa.
Day, Mary Bostwick, ln. National Safety Council L., Chicago.
Dayton, H. Irene, ln. High Sch. Br. P. L., Passaic, N. J.
De Angelis, Annina, P. L., Utica, N. Y.
de Gogorza, Flora, ln. Brownsville Child. Br. P. L., Brooklyn, N. Y.
De Leeuw, Adele L., child. ln. P. L., Plainfield, N. J.
De Moss, Rose E., br. ln. P. L., Cleveland, O.
Deaderick, Mrs. Inez, asst. Lawson McGhee L., Knoxville, Tenn.
Decker, Cora M., asst. ln. P. L., Scranton, Pa.
Delfino, Mrs. Liborio, Traveling L's. F. L., Philadelphia, Pa.
Derby, Grace E., asst. ln. Kan. State Agric. Coll. L., Manhattan, Kan.
Derman, Mrs. Henriette, asst. in charge Yudin Collection L. of Congress, Washington, D. C.
Devine, Kate F., ln. Carnegie L., San Antonio, Tex.
Deveneau, George A., Federal Board for Vocational Education, Washington, D. C.
Dunham, Franklin G., Educational Staff Victor Talking Machine Co., Camden, N. J.
Dickey, Philena A., ln. U. S. Food Administration, Washington, D. C.

Dickinson, Asa Don, Hempstead, N. Y.
Dickinson, Mrs. Asa Don, Hempstead, N. Y.
Dinwiddie, Edna J., stud. Pratt Inst. L. Sch., Brooklyn, N. Y.
Dixon, Edna A., asst. in. Harlem Br. P. L., N. Y. City.
Dixon, Vera M., asst. in. in charge Iowa State Coll. L., Ames, Iowa.
Dodd, Mary L., in. Davenport L., Bath, N. Y.
Dodgen, Lily M., director Training Class P. L., Savannah, Ga.
Doncourt, Amy E., child. in. Flushing Br. Queens Borough P. L., Flushing, L. I., N. Y.
Donnelly, June Richardson, prof of L. Science, dir. of Simmons Coll. L. Sch., and in. of Simmons Coll., Boston, Mass.
Doren, Electra C., in. P. L., Dayton, O.
Dorrance, Frances, chief Circ. Dept. F. P. L., Trenton, N. J.
Doster, J. B., sec'y H. W. Wilson Co., N. Y. City.
Doster, Mary C., A. L. A. Dispatch Office, N. Y. City.
Doty, Marion F., asst. Tech. Dept. P. L., N. Y. City.
Dongan, Alice M., head catlgr. Purdue Univ. L., Lafayette, Ind.
Downey, Mary Elizabeth I., sec'y and organizer Dept. of P. Instruction, Salt Lake City, Utah.
Drake, Ruth B., in. Cincinnati Hospital Medical L., Cincinnati, O.
Draper, Anne E., in. Bureau of Chemistry L., Washington, D. C.
Draper, Miriam S., in. Children's Museum L., Brooklyn Inst., Brooklyn, N. Y.
Drummond, Louise, asst. F. P. L., Summit, N. J.
Du Bois, Isabel, child. in. Yorkville Br. P. L., N. Y. City.
Duffield, G. Vinton, supt. Photostat Dept. Princeton Univ. L., Princeton, N. J.
Dulin, Robert, asst. ref. in. Univ. of Texas L., Austin, Tex.
Dullard, John P., Trenton, N. J.
Duncan, Barbara, custodian Music Dept. P. L., Boston, Mass.
Duncan, Eleanor ffolliott, managing ed. Library Journal, N. Y. City.
Duncan, Margaret Lilian, P. L., Jacksonville, Fla.
Dunlap, Alice M., asst. in. P. L., Duluth, Minn.
Dunmore, Della, asst. P. L., Newark, N. J.
Eales, Laura A., asst. in. P. L., Bridgeport, Conn.
Eardenson, Esther V., sr. asst. Epiphany Br. P. L., N. Y. City.
Earhart, Frances E., in. P. L., Duluth, Minn.
Earl, Mrs. Elizabeth Claypool, pres. Ind. P. L. Commission, Indianapolis, Ind.
Early, Mary W., br. in. Queens Borough P. L., Jamaica, N. Y.
Eastman, Jessie M., sub. asst. Loan Desk Girls' High Sch. L., Brooklyn, N. Y.
Eastman, Linda A., in. P. L., Cleveland, O.
Eastman, Mary H., ref. in. Wilmington Inst. F. L., Wilmington, Del.
Easton, Valerra, hospital in. Red Cross House, Base Hospital, Fort McHenry, Miss.
Eastwood, Ruth, asst. in. Flatbush Br. P. L., Brooklyn, N. Y.
Eaton, Alice Rhea, in. P. L., Harrisburg, Pa.
Eaton, Annie T., in. Lincoln Sch. Teachers' Coll., L., 646 Park Ave., N. Y. City.
Eddy, C. Vernon, in. Handley L., Winchester, Va.
Edmonds, C. K., asst. Henry E. Huntington L., 4 E. 57th St., N. Y. City.
Edwards, Josephine H., P. L., New Rochelle, N. Y.
Eggers, Edward E., in. Allegheny Carnegie F. L., Pittsburgh, N. S., Pa.
Eggert, Elisabeth M., Editorial Section H. W. Wilson Co., N. Y. City.
Ehle, Mary E., in. East Utica Br. P. L., Utica, N. Y.
Eldridge, Bessie L., asst. in. State Normal Sch. L., Geneseo, N. Y.
Eldridge, Mildred, Lending Dept. P. L., Bayonne, N. J.
Elias, Harriet, in. Norwalk Tire and Rubber Co. L., Norwalk, Conn.
Emmons, Alice M., 215 Orchard St., Cranford, N. J.
Emsley, Marion J., in. Sprague House Br. P. L., Providence, R. I.
Endicott, Grace, in. East Liberty Br. Carnegie L., Pittsburgh, Pa.
Endicott, Louise, P. L., Washington, D. C.
England, Grace A., chief of Civics Div. P. L., Detroit, Mich.
Engle, Emma R., supervisor of Child. Work F. L., Philadelphia, Pa.
Engle, Erna, asst. 115th St. Br. P. L., N. Y. City.
Eppley, Grace, Asbury Park, N. J.
Erb, Frederick W., asst. in. and supervisor Loan Div. Columbia Univ. L., N. Y. City.
Erskine, Edith, in. Harrison Tech. High Sch. Br. P. L., Chicago.
Estabrook, Lillian O., in. F. L., Newburgh, N. Y.
Estey, Helen G., in. Bureau of Statistics L., Boston, Mass.
Evans, Mrs. Alice G., in. F. P. L., Decatur, Ill.
Evans, Charlotte E., catlgr. P. L., Erie, Pa.
Evans, George H., in. P. L., Somerville, Mass.
Evans, Orrena Louise, research in. Ref. L. U. S. Army Ordnance, Washington, D. C.
Everett, Raymond, asst. prof. Drawing & Painting Univ. of Texas, Austin, Texas.
Ewell, Rev. Glenn B., in. Rochester Theol. Sem. L., Rochester, N. Y.
Fairbanks, Frances, desk asst. Wilmington Inst. F. L., Wilmington, Del.
Faurote, F. L., Curtiss Aeroplane & Motor Corporation L., Garden City, N. Y.
Faxon, Frederick Winthrop, proprietor F. W. Faxon Co., 83 Francis St., Boston, Mass.
Faxon, Mrs. F. W., 41 Lorraine St., Roslindale, Mass.
Feazel, E. A., in. Cleveland Law L., Cleveland, O.
Feddersen, Pearl E., Bessemer Park Br. P. L., Chicago.
Fehrenkamp, Winifred, in. Ricker L. of Architecture Univ. of Ill., Urbana, Ill.
Feldkamp, Cora L., in. Office of Farm Management U. S. Dept. of Agriculture, Washington, D. C.
Fell, Emily J., catlgr. Metropolitan Life Insurance Co. L., N. Y. City.
Fellows, Jennie Dorcas, sub. in. Classification, N. Y. State L., Albany, N. Y.
Felsenthal, Emma, asst. in Book Dept. A. L. A. L. War Service, Washington, D. C.
Ferguson, Milton James, in. California State L., Sacramento, Calif.
Fetter, Frank A., representing War Camp Community Service, Princeton Univ., Princeton, N. J.
Fiery, Marion H., child. in. Mott Haven Br. P. L., N. Y. City.
Findling, Clara H., asst. 96th Street Br. P. L., N. Y. City.
Fisher, Marie E., asst. in L. of Office of Farm Management of Dept. of Agriculture, Washington, D. C.
Fisk, Mary V., in. Toledo Law Assoc., Toledo, Ohio.
Fitzpatrick, John T., law in. N. Y. State L., Albany, N. Y.
Fitzpatrick, Mrs. John T., Albany, N. Y.
Flagg, Charles Alcott, in. P. L., Bangor, Me.
Fletcher, Sheldon, head Child. Room F. P. L., Newark, N. J.
Flickinger, Mrs. Caroline R., in. F. P. L., Dalton, Mass.
Fontaine, Everett O., in. U. S. Naval Air Station L., Pensacola, Fla.

Foote, Elizabeth L., ln. Agullar Br. P. L., N. Y. City.
Ford, Eva M., asst. secy. A. L. A., Chicago.
Forgeus, Elizabeth, asst. ln. Yale Law Sch. L., New Haven, Conn.
Foringer, Edith E., Cliffside, N. J.
Forrest, Elizabeth, ln. Coll. of Agric. and Mechanic. Arts L. Univ of Montana, Bozeman, Mont.
Forward, Midred R., ln. City Normal Sch. L., Rochester, N. Y.
Fowler, Mrs. Eva M., acting ln. Ill. State L., Springfield, Ill.
Frank, Mary, supt. Extension Div. P. L., N. Y. City.
Freeman, Marilla Waite, ln. Goodwyn Inst. L., Memphis, Tenn.
Freidus, Abraham S., chief Jewish Div. P. L., N. Y. City.
Friedel, J. H., ln. Nat'l Indus. Conference Board, Boston, Mass.
Fuller, George W., ln. P. L., Spokane, Wash.
Fullerton, Caroline Q., ref. ln. F. P. L., Louisville, Ky.
Furst, Mrs. Elizabeth H., asst. employment mgr. Arnold Print Works, North Adams, Mass.
Gallup, Frederick L., E. I. du Pont de Nemours and Co., Wilmington, Del.
Garland, Caroline H., ln. P. L. Dover, N. H.
Garton, May W., ln. in charge F. P. L., West New York, N. J.
Gaskin, Elsie, ln. P. L., Derry, N. H.
Gaston, Ethelwyn, ln. Engineering Dept. L. Western Electric Co., 463 West St., N. Y. City.
Gates, Alice J., asst. ln. Bankers' Trust Co. L., 16 Wall St., N. Y. City.
Gates, Edith M., circ. ln. F. P. L., Worcester, Mass.
Gates, Frances E., ref. asst. Woodstock Br. P. L., N. Y. City.
Gates, Marguerite L., asst. F. P. L., Newark, N. J.
Gay, Frank B., ln. Watkinson L., Hartford, Conn.
Gaylord, H. J., Gaylord Bros., L. Supplies, Syracuse, N. Y.
George, C. A., ln. F. P. L., Elizabeth, N. J.
Gerould, James T., ln. Univ. of Minnesota L., Minneapolis, Minn.
Gerould, Mrs. James T., Minneapolis, Minn.
Gerow, Irma, asst. United Engineering Societies L., 29 W. 39th St., N. Y. City.
Gibbs, Laura R., American Red Cross, N. Y. City.
Gilpin, Margaret, ln. P. L., Nashwauk, Minn.
Ginsburg, Sophie M., foreign asst. Seward Park Br. P. L., N. Y. City.
Glasier, Gilson G., ln. Wis. State L., Madison, Wis.
Gleaves, Admiral Albert, U. S. Navy, Washington, D. C.
Glenn, Earl R., The Lincoln Sch. of Teachers Coll. Columbia Univ., N. Y. City.
Godard, George S., ln. Conn. State L., Hartford, Conn.
Goddard, William D., ln. Deborah Cook Sayles P. L., Pawtucket, R. I.
Goeppinger, Eva C., 1st asst. and catlgr. P. L., South Norwalk, Conn.
Gold, Louise E., sec'y to chairman of L. Com. of Navy Commission on Training Camp Activities, N. Y. City.
Goodell, Frederick, agent A. L. A. Dispatch Office, Newport News, Va.
Goodell, Mrs. Frederick, Detroit, Mich.
Goodison, Alice D., 1st asst. East Branch P. L., Camden, N. J.
Goodrich, Dorothy Allen, sec'y to chief of Circ. Dept. P. L., N. Y. City.
Goodson, Mary Allen, asst. F. P. L., Louisville, Ky.
Goodwin, John Edward, ln. Univ. of Texas L., Austin, Tex.
Goulding, Philip S., catlgr. Henry E. Huntington L., 4 E. 57th St., N. Y. City.
Goulding, Mrs. Philip S., N. Y. City.
Grace, Louise C., ln. in charge Magnus Butzel Br. P. L., Detroit, Mich.
Grady, Emma A., ref. asst. F. P. L., Newark, N. J.
Graffen, Jean E., chief Periodical Dept. F. L., Philadelphia, Pa.
Graham, Audiene, ln. Price, Waterhouse and Co. L., 54 William St., N. Y. City.
Grannis, Helen M., ln. F. P. L., Perth Amboy, N. J.
Granniss, Ruth S., ln. Grolier Club, N. Y. City.
Gray, Elizabeth P., supt. of Binding P. L., Washington, D. C.
Green, Charles R., ln. Mass. Agricultural Coll. L., Amherst, Mass.
Green, Edna Sue, ln. John S. Gray Br. P. L., Detroit, Mich.
Green, Ethel Averli, ln. W. Va. Dept. of Archives and History L., Charleston, W. Va.
Green, Henry S., ln. Camp L., Camp Lee, Va.
Greene, Helen Holcombe, ln. High Sch. L., Stamford, Conn.
Greene, Lenore, asst. 96th St. Br. P. L., N. Y. City.
Greene, Sara E., asst. in Lending Div., Carnegie L., Pittsburgh, Pa.
Greenman, E. May, asst. Visual Instruction Div. State Education Dept., Albany, N. Y.
Greenman, Mrs. E. M., 40 South Manning Blvd., Albany, N. Y.
Griffin, Glenn F., ln. Camp L., Camp Shelby, Miss.
Griffin, Jeanne, P. L., Kalamazoo, Mich.
Griffith, Florence I., asst. ln. Red Cross Inst. L., N. Y. City.
Griffith, Olive, sr. asst. P. L., Chicago.
Griffith, Sutherland, Y. W. C. A., 600 Lexington Ave., N. Y. City.
Griggs, Lillian L., asst. A. L. A. Dispatch Office, Newport News, Va.
Grimm, Eleanor J., Finance Dept. P. L., N. Y. City.
Grimm, Minerva E., ln. Morrisania Br. P. L., N. Y. City.
Grove, Alice L., asst. Princeton Univ. L., Princeton, N. J.
Guerrier, Edith, chief of Nat'l L. Service U. S. Bureau of Education, Washington D. C.
Gugel, Katherine L., asst. ln. P. L., Columbus, O.
Guntermann, Bertha, head Order Dept. F. P. L., Louisville, Ky.
Hackett, Irene A., ln. F. P. L., Englewood, N. J.
Hadley, Chalmers, ln. P. L., Denver, Colo.
Hadley, Mrs. Chalmers, Denver, Colo.
Hagan, Florence, asst. Washington Heights Br. P .L., N. Y. City.
Hagy, Kathrine B., in charge of Bldg. Univ. of Pa. L., Philadelphia, Pa.
Hall, Agnes S., head catlgr. P. L., Denver, Colo.
Hall, Mrs. Marion A., asst. Cossitt L., Memphis, Tenn.
Halliday, Sara L., ln. P. Health Div. Municipal Ref. L., N. Y. City.
Hamilton, William J., sec'y and state organizer Ind. P. L. Commission, Indianapolis, Ind.
Hammell, Olive E., A. L. A. L. War Service, Washington, D. C.
Hance, Emma, chief of Order and Accessions Div. P. L. of District of Columbia, Washington, D. C.
Handerson, Juliet A., asst. P. L., Cleveland, O.
Handy, D. N., ln. and sec'y The Insurance L. Assn. of Boston, Boston, Mass.
Hannum, Frances A., ln. P. L., Racine, Wis.
Harden, Walter L., Houghton Mifflin & Co., N. Y. City.

Harder, Elfrida, ln. McGraw-Hill Co., Inc., N. Y. City.
Hardy, A. Marie, ln. High Sch., East Orange, N. J.
Harris, Grace W., ln. Carnegie F. L. Ogden, Utah.
Harris, Harry Wilde, mgr. Books and Book World, The Sun, N. Y. City.
Harris, Helen Margaret, asst. in charge Traveling L. Dept. Mo. L. Commission, Jefferson, Mo.
Harrison, Joseph L., ln. Forbes L., Northampton, Mass.
Harshberger, John W., Botanical Dept. Univ. of Pa., Philadelphia, Pa.
Hartmann, Charlotte E., ln. John Marshall High Sch. Br. P. L., Chicago.
Hassler, Harriot E., chief Child. Dept. Queens Borough P. L., Jamaica, N. Y.
Hastings, C. H., chief Card Section, L. of Congress, Washington, D. C.
Hatch, W. L., 546 E. 14th St., Brooklyn, N. Y.
Hauenstein, Eva J., asst. F. P. L., Elizabeth, N. J.
Haught, Myrtle A., ln. Wilson & Co. L., Chicago.
Hawkins, Dorothy L., asst. Wilmington Inst. F. L., Wilmington, Del.
Hawkins, Eleanor E., organizer Catalog Dept. P. L., Bridgeport, Conn.
Hawkins, Enid May, ln. Stevens Inst. of Technology, Hoboken, N. J.
Hawley, Helen F., ln. East Bridgeport Br. P. L., Bridgeport, Conn.
Hayes, Mary, 1st asst. National City Bank L., N. Y. City.
Healy, Patrick, D. Van Nostrand Co., N. Y. City.
Healy, Mrs. W. C., 20 Summit Road, Elizabeth, N. J.
Heezen, Helen M., head catlgr. Enoch Pratt F. L., Baltimore, Md.
Hefron, Josephine M., ref. ln. Ref. L. Guaranty Trust Co., N. Y. City.
Heilman, Lura F., ln. U. S. General Hospital No. 11 L., Cape May, N. J.
Heimbecker, Beatrice W., asst. ln. Yorkville Br. P. L., N. Y. City.
Heins, Elsie M., asst. Webster Br. P. L., N. Y. City.
Hemphill, Helen E., asst. ln. Engineering L. Western Electric Co., N. Y. C.
Hendee, Cora, acting ln., F. P. L., Council Bluffs, Iowa.
Henderson, Lucien G., Ronald Press Co., 20 Vesey St., N. Y. City.
Henderson, Mary, jr. asst. P. L., Brooklyn, N. Y.
Henderson, Robert W., asst. Information Div. Ref. Dept. P. L., N. Y. City.
Hendry, Donald, head of Applied Science Dept. Pratt Inst. F. L., Brooklyn, N. Y.
Henry, Jane Ackley, ln. Eastern Laboratory L. E. I. du Pont de Nemours Co., Chester, Pa.
Herbert, Clara W., dir. Work with Child. and dir. Training Class P. L. of District of Columbia, Washington, D. C.
Hering, Hollis W., ln. Missionary Research L., N. Y. City.
Hewitt, Luther E., ln. Law Assn. of Phila., Room 600, City Hall, Philadelphia, Pa.
Hewitt, Mrs. Luther E., Philadelphia, Pa.
Hicks, Frederick C., law ln. Columbia Univ. L., N. Y. City.
Hicks, Mrs. Frederick C., 530 W. 123rd St., N. Y. City.
Hile, Edith E., asst. Seward Park Br. P. L., N. Y. City.
Hill, Emilie, ln. F. L., Summit, N. J.
Hill, Frank Pierce, ln. P. L., Brooklyn, N. Y.
Hill, Galen W., ln. Millicent L., Fairhaven, Mass.
Hill, Gertrude P., in charge of periodicals Order Div. P. L., N. Y. City.
Hill, Grace, head Catalog Dept. P. L., Kansas City, Mo.
Hillebrand, Ruth C., asst. P. L., Detroit, Mich.
Hillegas, Irene D., head catlgr. Wilmington Inst. F. L., Wilmington, Del.
Hinckley, George Lyman, ln. Redwood L., Newport, R. I.
Hinsdale, Louise G., ln. F. P. L., East Orange, N. J.
Hirth, Mrs. Madeline, asst. Circ. Dept. P. L., Detroit, Mich.
Hiss, Sophie K., catlgr. P. L., Cleveland, O.
Hitchcock, Ella S., Dept. of Legislative Ref., City Hall, Baltimore, Md.
Hitchler, Theresa, supt. of Catalog Dept. P. L., Brooklyn, N. Y.
Hobart, Frances, Cambridge, Vt.
Hobbs, Frank H., 211 Washington Place, Hasbrouck Heights, N. J.
Hobbs, Mrs. Frank H., Hasbrouck Heights Hasbrouck Heights, N. J.
Hodges, N. D. C., ln. P. L., Cincinnati, O.
Holding, Anna L., 63 N. Maple Ave., East Orange, N. J.
Holmes, Mildred, ln. Horace Mann Sch. for Boys, N. Y. City.
Holton, Mary W., ref. ln. Research Laboratory L. Aluminum Co. of America, New Kensington, Pa.
Hood, Walter D., principal The Gilbert School, Winsted, Conn.
Hoofnagle, A. Raye, asst. P. L., Harrisburg, Pa.
Hooker, D. Ashley, technology ln. P. L., Detroit, Mich.
Hoopes, Mildred S., ln. of Engineering L. E. I. du Pont de Nemours and Co., Wilmington, Del.
Hoover, Mary E., ln. Alliance Br. P. L., Cleveland, O.
Hopkins, Jessica, 1st asst. P. L., N. Y. City.
Hopkins, Julia Anna, prin. Training Class P. L., Brooklyn, N. Y.
Hopper, Clara F., ln. P. L., White Plains, N. Y.
Hopper, Franklin F., chief of Order Div. P. L., N. Y. City.
Horak, Irma H., ln. St. Gabriel's Park Br. P. L., N. Y. City.
Horne, Lulu, ln. Lincoln City L., Lincoln, Neb.
Horton, Mabel T., catlgr. P. L., Brooklyn, N. Y.
Horton, Marion L., acting principal L. Sch. P. L., Los Angeles, Calif.
Horwitz, Frances M., 2320 Superior Ave., Cleveland, O.
Hotchkiss, Muriel C., child. ln. P. L., Bridgeport, Conn.
Houghton, Cecile F., ln. High Sch. L., Albany, N. Y.
Howell, Isabel McD., chief Order Dept. F. P. L., Newark, N. J.
Hoyt, F. C., Houghton, Mifflin Co., Boston, Mass.
Hubbard, Anna G., order ln. P. L. Cleveland, O.
Hubbert, Frances, Pratt Inst. F. L., Brooklyn, N. Y.
Hughes, Howard L., ln. F. P. L., Trenton, N. J.
Hughes, Ruth, indexer and catalog clerk Dept. of Commerce, Bureau of Foreign and Domestic Com., Washington, D. C.
Hulings, Florence, ln. Brumback L., Van Wert, O.
Humble, Marion, chief of Publicity Div. P. L., Detroit, Mich.
Hume, Jessie Fremont, Jamaica, N. Y.
Hunt, Clara W., supt. Child. Dept. P. L., Brooklyn, N. Y.
Hunt, M. Louise, head of Lending Dept. F. P. L., Newark, N. J.
Huntington, Mary E., ln. P. L., New Rochelle, N. Y.

Huntting, Henry R., bookseller, Springfield, Mass.
Hurlbutt, Isabelle B., in charge of Child. Room, P. L., N. Y. City.
Husted, Harriet F., head catlgr. Pratt Inst., F. L., Brooklyn, N. Y.
Hutchinson, Mrs. Crete P., special writer Publicity Dept. A. L. A. L. War Service, Washington, D. C.
Hutchinson, Mary D., ln. and instructor Cleveland Normal Training Sch. L., Cleveland, O.
Hutchinson, Susan A., ln. and curator of prints Brooklyn Inst. of Arts and Sciences Museum L., Brooklyn, N. Y.
Hutton, Natalie, ln. Hosmer Br. P. L., Detroit, Mich.
Hyde, Dorsey W., ln. Municipal Ref. L., 512 Municipal Bldg., N. Y. City.
Hyde, Mary E., instructor L. Sch. of the New York P. L., N. Y. City.
Ibbotson, Joseph D., ln. Hamilton Coll. L., Clinton, N. Y.
Ingersoll, Alma H., ln. in charge Edwin F. Conely Br. P. L., Detroit, Mich.
Ingham, Roena A., ln. P. L., Lakewood, O.
Jackson, Margaret, supervisor of advanced courses L. Sch. of New York P. L., N. Y. City.
Jacob, William F., ln. Main L. General Electric Co., Schenectady, N. Y.
Jaeger, Emily, asst. Bushwick Br. P. L., Brooklyn, N. Y.
Jeffers, Le Roy, mgr. Book Order Office P. L., N. Y. City.
Jenkins, Emma M., child. ln. P. L., Westmount, P. Q., Canada.
Jenkins, Frederick W., ln. Russell Sage Foundation L., N. Y. City.
Jennings, Judson T., ln. P. L., Seattle, Wash.
Johnes, Dorothy, asst. P. L., Asbury, Park, N. J.
Johnson, Mrs. Belle H., l. inspector Conn. P. L. Committee, Hartford, Conn.
Johnson, Elsie E., asst. ln. Dept. of Terrestial Magnetism, Carnegie Institution of Washington, Washington, D. C.
Johnson, Ernest L., asst. Camp L., Camp Merritt, N. J.
Johnson, Mildred Noé, asst. to chief of the Div. of Information and Statistics of the Americanization Study, 576 Fifth Ave., N. Y. City.
Johnston, Charles D., ln. Cossitt L., Memphis, Tenn.
Johnston, Mrs. Charles D., Memphis, Tenn.
Johnston Richard H., ln. Bureau of Railway Economics L., Washington, D. C.
Johnston, W. Dawson, ln. P. L., St. Paul, Minn.
Jonas, Frieda, child. ln. 67th St. Br. P. L., N. Y. City.
Jones, Caroline L., ln. Hazelwood Br. Carnegie L., Pittsburgh, Pa.
Jones, Cora L., asst. F. P. L., Elizabeth, N. J.
Jones, E. Kathleen, ln. McLean Hospital L., Waverley, Mass.
Jones, Eleanor Louise, general sec'y Mass. F. P. L. Com., Boston, Mass.
Jones, Miss Linn, 1st asst. and child. ln. P. L., Oak Park, Ill.
Josselyn, Lloyd W., ln. F. P. L., Jacksonville, Fla.
Joy, Major Jason S., Commission on Training Camp Activities, War Dept., Washington, D. C.
Judd, Lewis S., asst. Information Desk P. L., N. Y. City.
Juergens, Hubert F., publisher, 1140 Broadway, N. Y. City.
Kaiser, Boynton Swift, Tacoma, Wash.
Kaiser, John B., ln. P. L., Tacoma, Wash.
Kaiser, Mrs. John B., Tacoma, Wash.
Karlson, Judith E., asst. P. L., N. Y. City.
Keefer, Jessie G., asst. ln. P. L., Scranton, Pa.
Keller, R. Louise, ln. Independence Bureau L., 137 S. 5th St., Philadelphia, Pa.
Kelly, Karl D., Camp L., Camp Taylor, Ky.
Kelso, Tessa L., ln. Baker and Taylor Co., N. Y. City.
Kemmerer, Leila, asst. U. S. Dept. of Agric. L., Washington, D. C.
Kemp, Frances E., ln. P. L., Lake Forest, Ill.
Kennedy, Francis M., trus. F. P. L., New Bedford, Mass.
Kennedy, Robert M., ln. S. C. Univ. L., Columbia, S. C.
Kenney, Josephine E., ln. Uphams Corner Br. P. L., Boston, Mass.
Keogh, Andrew, ln. Yale Univ. L., New Haven, Conn.
Keppel, Frederick P., Third Asst. Secretary of War, Washington, D. C.
Kersten, Maude M. E., Gift Dept. John Crerar L., Chicago, Ill.
Kerswill, Mrs. Harriet D., ln. General Engineers L., Washington, D. C.
King, Florence, ln. U. S. Debarkation Hospital No. 3 L., N. Y. City.
Kingsley, Dena M., asst. Div. of Documents L. of Congress, Washington, D. C.
Kirkland, Marian P., ln. Cary Memorial L., Lexington, Mass.
Kläger, Karoline, asst. U. S. Bureau of Labor Statistics, Washington, D. C.
Klingelsmith, Mrs. M. C., ln. Biddle Law L. Univ. of Pa., Philadelphia, Pa.
Klinghoffer, Pauline, jr. asst. Bushwick Br. P. L., Brooklyn, N. Y.
Knowles, Leah M., sec'y to ln. F. P. L., Trenton, N. J.
Koch, Theodore W., chief Order Div. L. of Congress, Washington, D. C.
Koch, Mrs. Theodore W., Washington, D. C.
Kohler, Minnie M., ln. P. L., Moline, Ill.
Korner, Kathleen, 215 Cherry St., Asbury Park, N. J.
Krause, Louise B., ln. H. M. Byllesby and Co., Engineers, Chicago.
Kraybill, Mrs. Amos E., 1113 Third Ave., Asbury Park, N. J.
Krug, Julia, chief of Traveling L. Dept. P. L., St. Louis, Mo.
Krum, Gracie B., ln. Burton Historical Collection, P. L., Detroit, Mich.
Kruse, Elisabeth D., asst. Experimental Station L., E. I. du Pont de Nemours and Co., Wilmington, Del.
Lamb, George H., ln. Carnegie F. L., Braddock, Pa.
Lammers, Sophia J., ref. ln. Univ. of Neb. L., Lincoln, Neb.
Lancefield, Hilda M., asst. br. ln. P. L., Brooklyn, N. Y.
Landon, Fred, ln. P. L., London, Ont., Canada.
Lane, Harriet, ln. P. L., Freeport, Ill.
Lang, Nan H., asst. child. ln. Wilmington Inst. F. L., Wilmington, Del.
Langdon, Amelia E., catlgr. P. L., N. Y. City.
Langdon, William E., ln. Camp L., Camp Humphreys, Va.
Lawrence, Juliet, P. L., Detroit, Mich.
Laws, Mrs. Charles W., ln. P. L., Park Ridge, N. J.
Lease, Evelyn S., ln. Kellogg-Hubbard L., Montpelier, Vt.
Leatherman, Marian, department ln. Historical and Political Science, Univ. of Ill., Urbana, Ill.
Leavitt, Maria V., in charge Gifts P. L., N. Y. City.
Lee, George Winthrop, ln. Stone and Webster, Boston, Mass.
Leete, John H., director Carnegie L., Pittsburgh, Pa.
Le Fevre, Helena S., ln. Spies P. L., Menominee, Mich.
Lehmann, Elsie M., sr. asst. Morrisania Br. P. L., N. Y. City.

Leitch, Harriet E., ln. Debarkation Hospital No. 51 L., Hampton, Va.
Lemcke, Ernst, importer and bookseller, Lemcke and Buechner, 30-32 W. 27th St., N. Y. City.
Lemcke, Hildegarde, asst. ln. F. L., Orange, N. J.
Lester, Clarence B., chief Dept. of Leg. Ref. Instruction Wis. F. L. Com., Madison, Wis.
Letson, Helen F., ln. Bloomingdale Hospital L., White Plains, N. Y.
Lewis, Frank G., ln. Bucknell L. Crozer Theol. Sem. and American Baptist Hist. Soc., Chester, Pa.
Lewis, Willard P., ln. Baylor Univ. L., Waco, Texas.
Liebergeld, Emily Z., ln. N. Y. State Normal Sch. L., New Paltz, N. Y.
Liebmann, Estelle L., ln. Nat'l Workmen's Compensation Service Bureau L., N. Y. City.
Lien, Elias J., ln. State L., St. Paul, Minn.
Lilly, Elizabeth, child. ln. F. P. L., Burlington, Iowa.
Lindberg, Thure H., Snead and Co. Iron Works, Jersey City, N. J.
Lingenfelter, Mary R., ln. F. L., Ardmore, Pa.
Linton, Gussie A., asst. Cambria F. L., Johnstown, Pa.
Littlefield, Elveretta, child. ln. Carnegie F. L., Ogden, Utah.
Lloyd, Florence M., ref. asst. Wilmington Inst. F. L., Wilmington, Del.
Lovell, Mildred Gould, child. ln. Pratt Inst. F. L., Brooklyn, N. Y.
Lowe, John Adams, agent Mass. F. P. L. Commission, Boston, Mass.
Ludey, Mrs. Metta R., ln. Jarvie Mem. L., Bloomfield, N. J.
Lupton, Miss A. W., ln. F. P. L., Rahway, N. J.
Lydenberg, Harry M., chief ref. ln. P. L., N. Y. City.
Lynch, Mae E., asst. Princeton Univ. L., Princeton, N. J.
McArthur, Muriel A., A. L. A. Dispatch Office, N. Y. City.
McCarnes, Mabel F., ln. Longstreet L. of Peddie Inst., Hightstown, N. J.
McCarthy, Ada J., ln. L. Supplies Dept. Democrat Printing Co., Madison, Wis.
McChesney, Rosalie, asst. P. L., N. Y. City.
McClelland, Ellwood H., technology ln. Carnegie L., Pittsburgh, Pa.
McCloy, Elizabeth J., asst. Oberlin Coll. L., Oberlin, O.
McCollough, Ethel F., ln. P. L., Evansville, Ind.
McCombs, Charles F., 1st asst. Readers' Div. P. L., N. Y. City.
McCombs, Nelson W., ref. asst. Information Div. P. L., N. Y. City.
McDonald, Jeannette, head Dept. of English High Sch. of Commerce, Omaha, Neb.
McDowell, Ella R., asst. Camp L, Camp Devens, Mass.
MacDowell, Ethel, ln. P. L., Ashtabula, O.
McDowell, Grace E., ln. Eastern Parkway Br. P. L., Brooklyn, N. Y.
Mace, Nettie V., ln. Maryland State L., Annapolis, Md.
McGlenn, Alma Reid, ln. P. L., Tulsa, Okla.
McGovern, Frances, ln. Tech. L., B. F. Goodrich Co., Akron, O.
Mackay, Dorothy M. E., child. ln. P. L., Brooklyn, N. Y.
McKay, Mary Nell, ref. ln. Mich. State L., Lansing, Mich.
McKinstry, Ruth E., ln. World's Student Christian Federation L., N. Y. City.
McLean, Ruth B., catlgr. Conn. State L., Hartford, Conn.
McMahon, Lillian J., ln. Schermerhorn Br. P. L., Brooklyn, N. Y.
McManis, Rumana K., asst. Fort Washington Br. P. L., N. Y. City.
McMillen, James A., ln. Washington University L., St. Louis, Mo.
McMurtrie, Douglas C., director Red Cross Inst. for Crippled and Disabled Men, N. Y. City.
McNaier, Emilie, ln. U. S. Debarkation Hospital No. 1 L., Ellis Island, N. Y.
McNamara, H. Katherine, asst. to ln. Sch. of Landscape Architecture L. Harvard Univ., Cambridge, Mass.
McNiece, Mrs. Jessie S., P. L., St. Louis, Mo.
MacPherson, Harriet D., catlgr. Columbia Univ. L., N. Y. City.
McVeety, Mrs. Ethel, ln. N. D. Agric. Coll. L., Fargo, N. D.
Madden, Eulalia M., ln. The American Brass Co. L., Waterbury, Conn.
Magill, H. N. W., A. L. A. Dispatch Office, 31 W. 15th St., N. Y. City.
Maiden, Grace, ln. North End Br. P. L., Bridgeport, Conn.
Major, Antoinette V., 2nd asst. Lending Dept. P. L., New Rochelle, N. Y.
Makepeace, Mary E., ln. R. I. State Normal Sch. L., Providence, R. I.
Malone, Marcella, br. ln. Queens Borough P. L., Jamaica, N. Y.
Malone, Maud, sr. asst. P. L., N. Y. City.
Manhart, George B., ln. Camp L, Camp Pike, Ark.
Manley, Marian C., asst. F. P. L., Newark, N. J.
Mann, Margaret, head catlgr. United Engineering Societies L., N. Y. City.
Marion, Guy E., Community Motion Picture Bureau, 46 W. 24th St., N. Y. City.
Marion, Mrs. Guy E., N. Y. City.
Markowitz, Augusta, ln. Woodstock Br. P. L., N. Y. City.
Marks, Mary E., ref. ln. State Traveling L., Des Moines, Iowa.
Marquand, Fanny E., reviser Ref. Catalog Dept. P. L., N. Y. City.
Marron, Joseph F., ln. Camp L. Camp Travis, Texas.
Martel, Charles, chief of Catalog Div. L. of Congress, Washington, D. C.
Martin, Helen, child. ln. P. L., East Cleveland, O.
Martin, Marjorie H., ln. U. S. General Hospital No. 3 L., Rahway, N. J.
Martin, Phyllis McF., reviser Ref. Catalog Dept. P. L., N. Y. City.
Marvin, Katherine G., catlgr. Columbia Univ. L., N. Y. City.
Marx, Henry F., ln. P. L., Easton, Pa.
Mason, Alfred D., sec'y Board of Directors Cossitt L., Memphis, Tenn.
Massee, May, editor The Booklist, Chicago.
Masters, Lydia W., ln. P. L., Watertown, Mass.
Masterson, F. Adele, child. ln. Prospect Br. P. L., Brooklyn, N. Y.
Mathews, Mary E., ln. Macon Br. P. L., Brooklyn, N. Y.
Mathiews, Franklin K., chief scout ln. Boy Scouts of America, N. Y. City.
Matthews, Evelyn L., ln. State Normal Sch. L., Indiana, Pa.
Mawson, C. O. S., in charge A. L. A. Overseas Dispatch Office Harvard Coll. L., Cambridge, Mass.
May, Anna, ln. U. S. General Hospital No. 41 L., Fox Hills, S. I., N. Y.
Mayorga, Margaret G., ln. Chemical National Bank, N. Y. City.
Mead, Elizabeth L., catlgr. High Sch. L., Greenwich, Conn.
Meehan, Lina, asst. A. L. A. Dispatch Office, Newport News, Va.
Meigs, Emily B., 1st asst. Brownsville Child. Br. P. L., Brooklyn, N. Y.
Meisel, Max, ln. Camp L., Camp Knox, Ky.
Melcher, Frederick G., vice president R. R. Bowker Co., N. Y. City.
Melick, Alice P., child. ln. F. P. L., Bayonne, N. J.
Melvain, Janet F., ln. American Social Hy-

giene Assn., N. Y. City.
Mensel, Mary, child. ln. P. L., Brooklyn, N. Y.
Merry, Mrs. Mildred M., child. ln. Hamilton Fish Park Br. P. L., N. Y. City.
Merville, Florence E., catlgr. and asst. F. P. L., Ilion, N. Y.
Metcalf, Keyes D., asst. in charge of Stacks P. L., N. Y. City.
Mettee, Andrew H., ln. L. Company of Baltimore Bar, Baltimore, Md.
Meyer, Herman H. B., chief bibliographer L. of Congress, Washington, D. C.
Meyer, Milton W., in charge of Publicity A. L. A. L. War Service, Washington, D. C.
Middleton, Jean Y., Ripon, Wis.
Milam, Carl H., dir. P. L., Birmingham, Ala.
Miller, Agnes, ln. F. P. L., Princeton, N. J.
Miller, Clara, ln. McClymonds P. L., Massillon, O.
Miller, Edmund W., ln. F. P. L., Jersey City, N. J.
Miller, Herbert A., Oberlin, Ohio.
Miller, Mrs. Herbert A., Oberlin, O.
Miller, Jeannette, asst. P. L., Asbury Park, N. J.
Miller, Mrs. Minnie Dearing, ln. Jefferson Br. F. P. L., Louisville, Ky.
Miller, Wharton, asst. ln. P. L., Syracuse, N. Y.
Miller, Zana K., acting ed. Public Libraries, Chicago.
Mills, M. Eleanor, 1st asst. Travel. L's. P. L., N. Y. City.
Miltimore, Louise, ln. American Inst. of Accountants L., N. Y. City.
Mitchell, Alma C., ln. N. J. P. Service Corporation L., Newark, N. J.
Mitchell, Lucy A., ln. P. L., Palacias, Texas.
Mitchell, Mrs. S. P. Snowden, 2205 Walnut st., Philadelphia, Pa.
Molleson, Susan M., sr. asst. P. L., N. Y. City.
Molnar, Ida B. L., ln. Melrose Br. P. L., N. Y. City.
Montfort, Marjorie S., asst. F. P. L., Elizabeth, N. J.
Montgomery, Ruth, 1st asst. Leg. Ref. Sec. N. Y. State L., Albany, N. Y.
Montgomery, Thomas L., ln. State L., Harrisburg, Pa.
Moore, Annie Carroll, supervisor of Work with Child. P. L., N. Y. City.
Moore, Miss M. E., 418 Fifth Ave., Belmar, N. J.
Morgan, Joy E., ln. Camp L, Camp MacArthur, Texas.
Morgan, Lucy L., instructor apprentices P. L., Detroit, Mich.
Morley, Linda H., ln. Business Br. F. P. L., Newark, N. J.
Morrell, Edith W., Hollister Mills, 2 W. 13th St., N. Y. City.
Morris, Deborah, architectural ln. Univ. of Pa. L., Philadelphia, Pa.
Mortimer, Emma T., asst. F. P. L., Vineland, N. J.
Mosher, Marion Dix, ln. Genesee Br. P. L., Rochester, N. Y.
Moth, Axel, chief Ref. Catalog Div. P. L., N. Y. City.
Mueser, Emilie, l. organizer Lucas County L., Maumee, O.
Mumford, E. W., care Penn Pub. Co., Philadelphia, Pa.
Munson, Brig. General E. L., chief Morale Branch, General Staff, War Dept., Washington, D. C.
Muech, Philura E., P. L., N. Y. City.
Muse, Benonine, stud. N. Y. State L. Sch., Albany, N. Y.
Muss-Arnolt, William, Boston, Mass.
Nelms, Marie, asst. P. L., Dallas, Texas.
Nelson, Martha F., ln. N. J. State Normal Sch. L., Trenton, N. J.
Nelson, Peter, archivist N. Y. State L., Albany, N. Y.
Newberry, Marie A., instructor L. Sch. of N. Y. P. L., N. Y. City.
Newhard, Mabel, ln. Armour and Co. L., Chicago.
Newkirk, Bessie H., 1st asst. F. P. L., Camden, N. J.
Newth, Clara M., 1st asst. Catalog Dept. P. L., Detroit, Mich.
Norris, Helen, ln. Commonwealth Edison Co. L., Chicago.
Nott, May E., ln. Delaware, Hudson Railway Co., 32 Nassau st., N. Y. City.
Oberly, Eunice R., ln. Bureau of Plant Industry, Dept. of Agric., Washington, D. C.
Odeh, Nasra, F. P. L., Newark, N. J.
Olcott, Emma M., ln. Prospect Br. P. L., Brooklyn, N. Y.
Oliver, Edith Broome, Collingswood, N. J.
Oliver, Mrs. E. E., asst. F. P. L., Collingswood, N. J.
Olney, Eleanor, ln. U. S. General Hospital No. 30 L., Plattsburg, Barracks, N. Y.
Olschewsky, Johanna L., asst. ln. Red Cross Inst. for Crippled and Disabled Men L., N. Y. City.
O'Neill, Irene G., asst. Supply Dept. P. L., Brooklyn, N. Y.
Olson, Nelle A., ln. N. D. State Normal Sch. L., Mayville, N. D.
Osborn, George A., ln. Rutgers Coll. L., New Brunswick, N. J.
Osborne, Frances S., ref. ln. P. L., Washington, D. C.
Osborne, Lucy E., head catlgr. Williams Coll. L., Williamstown, Mass.
Osgood, Mary A., ln. Westport Br. P. L., Kansas City, Mo.
O'Sullivan, Mary I., Bryn Mawr Coll. L., Bryn Mawr, Pa.
Otis, Mabel L., supervisor of Branches Queens Borough P. L., Jamaica, N. Y.
Overton, Florence, supervisor of Branches P. L., N. Y. City.
Overton, Jacqueline M., ln. U. S. General Hospital No. 9 L., Lakewood, N. J.
Owen, Adelaide, asst. Henry M. Utley Br. P. L., Detroit, Mich.
Owens, Alpha L., sr. asst. John Crerar L., Chicago.
Pafort, Emma L., ref. asst. Financial L. of the National City Co., N. Y. City.
Page, Mildred A., child. ln. Takoma Park Br. P. L. of D. C., Washington, D. C.
Paine, Fantine, asst. child. dept. P. L., Providence, R. I.
Paine, Paul M., ln. P. L., Syracuse, N. Y.
Painter, Stella E., H. W. Wilson Co., N. Y. City.
Parham, Nellie E., ln. Withers P. L., Bloomington, Ill.
Parker, Anna J., br. ln. Enoch Pratt F. L., Baltimore, Md.
Parker, Glen, Baker and Taylor Co., N. Y. City.
Parker, Mrs. Glen, 29 Prospect St., White Plains, N. Y.
Parker, John, ln. Peabody Inst. L., Baltimore, Md.
Parkinson, Herman O., F. P. L., Newark, N. J.
Parsons, Harrison M., head of Buildings and Equipment Dept. Queens Borough P. L., Jamaica, N. Y.
Parsons, Mary P., ln. Morristown L., Morristown, N. J.
Partch, Isa L., ln. Osius Br. P. L., Detroit, Mich.
Patterson, Edith, ln. P. P. L., Pottsville, Pa.
Pauli, Adolph F., asst. Camp L, Camp Sherman, O.
Pearson, Netina, Tulsa, Okla.
Peck, Eunice E., ln. Winchester Repeating Arms Co. L., New Haven, Conn.
Peck, Eva R., Business & Municipal Dept. P. L., Fort Wayne, Ind.

Peck, George M., ref. ln. Princeton Univ. L., Princeton, N. J.
Penniman, Jennie C., ln. P. L., Windsor, Vt.
Penrose, Kate A., 1st asst. Epiphany Br. P. L., N. Y. City.
Peters, Orpha Maud, asst. ln. P. L., Gary, Ind.
Pettee, Julia, head catlgr. Union Theological Sem. L., N. Y. City.
Petty, Annie F., ln. State Normal Coll. L., Greensboro, N. C.
Phail, Edith, ln. Scovill Mfg. Co. L., Waterbury, Conn.
Phelan, John F., chief of Branches P. L., Chicago.
Phelps, Edith Allen, ln. P. L., Tyler, Tex.
Phelps, Edith M., editor and correspondent H. W. Wilson Co., N. Y. City.
Phillips, Phyllis, 408 W. 20th St., N. Y. City.
Phipps, Alice R., catlgr. P. L., Brooklyn, N. Y.
Pidgeon, Marie K., asst. Bureau of Plant Industry L., U. S. Dept. of Agric., Washington, D. C.
Pierce, Anne, ln. Carnegie L., Charlotte, N. C.
Pillsbury, Mrs. J. W., Providence, R. I.
Pillsbury, Mary B., catlgr. Vassar Coll. L., Poughkeepsie, N. Y.
Pillsbury, Mary M., ln. General Theological L., Boston, Mass.
Pillsbury, Olive E., ln. Blackstone Br. P. L., Chicago.
Pinneo, Dorothy A., asst. ln. F. P. L., Elizabeth, N. J.
Pinneo, Dotha Stone, ln. P. L., Norwalk, Conn.
Pollard, Annie A., 2nd asst. ln. P. L., Grand Rapids, Mich.
Poole, Franklin O., ln. Assoc. of the Bar L., N. Y. City.
Porter, Josephine W., ln. P. L., Asbury Park, N. J.
Porter, Washington T., trus. P. L., Cincinnati, O.
Porter, William K., ln. Camp L., Camp Doniphan, Okla.
Potter, Mildred B., 1st asst. Duffield Br. P. L., Detroit, Mich.
Potts, Edith W., ref. ln. Academy of the New Church L., Bryn Athyn, Pa.
Power, Effie L., head of Child. Dept. Carnegie L., Pittsburgh, Pa.
Prall, Beatrice, ln. P. L., Little Rock, Ark.
Pratt, Adelene J., asst. ln. Jackson Sq. Br. P. L., N. Y. City.
Pratt, Edna B., ln. P. L., Passaic, N. J.
Prentiss, Charlotte R., chief of Circ. Dept. F. P. L., Elizabeth, N. J.
Prescott, Harriet B., supervisor Catalog and Class. Dept. Columbia Univ. L., N. Y. City.
Prevost, Marie Louise, head catlgr. F. P. L., Newark, N. J.
Price, Anna M., sec'y Ill. L. Extension Com., Springfield, Ill.
Price, Christine, ln. in charge Williams Coll. L., Williamstown, Mass.
Price, Franklin H., Binding and Exchanges F. L., Philadelphia, Pa.
Pritchett, Betty H., catlgr. Iowa State Coll. L., Ames, Iowa.
Prouty, Edythe A., supervisor L. Stations P. L., Cleveland, O.
Pyne, M. Taylor, chairman N. J. P. L. Commission, Princeton, N. J.
Quaife, M. M., supt. Wis. State Historical Society, Madison, Wis.
Quaife, Mrs. M. M., Madison, Wis.
Quinby, M. Gladys, child. ln. F. L., Orange, N. J.
Randall, Louise, ln. P. L., Whiting, Ind.
Raney, M. L., ln. Johns Hopkins Univ. L., Baltimore, Md.
Rankin, Rebecca B., asst. ln. Municipal Ref. L., N. Y. City.
Rathbone, Josephine A., vice-director Sch. of L. Science Pratt Inst., Brooklyn, N. Y.
Rawlins, Mary Starr, 1st asst. Riverside Br. P. L., N. Y. City.
Rawson, Fannie C., sec'y Ky. L. Commission, Frankfort, Ky.
Redstone, Edward H., ln. State L., Boston, Mass.
Reece, Ernest J., principal L. Sch. of the New York P. L., N. Y. City.
Reed, Lois A., ln. Bryn Mawr Coll. L., Bryn Mawr, Pa.
Reed, Susan H., asst. Seward Park Br. P. L., N. Y. City.
Reese, Rena, asst. ln. P. L., Denver, Colo.
Reider, Joseph, asst. ln. Dropsie Coll. L., Philadelphia, Pa.
Reinecke, Clara M., sr. asst. P. L., Brooklyn, N. Y.
Remann, Henry C., ln. Lincoln L., Springfield, Ill.
Rey, Florence M., child. ln. P. L., Brooklyn, N. Y.
Reynolds, Marion J., ln. Swift and Co. L., Chicago.
Rice, Paul North, ref. asst. P. L., N. Y. City.
Rich, Pauline H., H. W. Wilson Co., N. Y. City.
Richardson, Ernest C, ln. Princeton Univ. L., Princeton, N. J.
Richardson, Mary C., ln. Normal Sch. L., Geneseo, N. Y.
Ridlon, Margaret, ln. P. L., Highland Park, Ill.
Rines, George E., Albany, N. Y.
Rines, Mrs. George E., Albany, N. Y.
Ritter, Clement V., bookseller, 830-835 Old Colony Bldg., Chicago.
Robbins, Mary Esther, principal L. Instruction R. I. State Normal Sch. L., Providence, R. I.
Roberts, Alma R., chief catlgr. F. P. L., Bayonne, N. J.
Roberts, Blanche C., vice and child. ln. P. L., Columbus, O.
Roberts, Etta M., ln. P. L., Wheeling, W. Va.
Roberts, Flora E., ln. P. L., Kalamazoo, Mich.
Robinson, Julia A., sec'y Iowa L. Commission, Des Moines, Iowa.
Robinson, Sylvia H., P. L., Brooklyn, N. Y.
Rodemeyer, Gesine M., Delta Laboratory, E. I. du Pont de Nemours & Co., Arlington, N. J.
Roden, Carl B., ln. P. L., Chicago.
Roden, Mrs. Carl B., Chicago.
Roe, Harriet W., 9 Chestnut St., Albany, N. Y.
Roder, Alice E., ln. P. L., Wyomissing, Pa.
Rogers, Katharine B., ref. ln. N. J. State L., Trenton, N. J.
Rogers, Mary E., child. ln. Aguilar Br. P. L., N. Y. City.
Roghé, Hedwig, br. ln. P. L., Brooklyn, N. Y.
Rolfsen, Ellen, P. L., N. Y. City.
Roosa, Howard, pres. L. Board, Evansville, Ind.
Root, Azariah S., ln. Oberlin Coll. L., Oberlin, O.
Root, Marion M., asst. P. L., N. Y. City.
Rose, Alice L., ln. Financial L. of the National City Bank, N. Y. City.
Ross, Cecil A., acting ln. Camp L., Camp Gordon, Ga.
Ross, Mrs. Cecil A., Otsego, Mich.
Rossell, Mary E., child. ln. St. George Br. P. L., N. Y. City.
Rothrock, Mary U., ln. Lawson McGhee L., Knoxville, Tenn.
Rowe, Miltanna, head ln. Md. State Coll. L., College Park, Md.
Rush, Charles E., ln. P. L., Indianapolis, Ind.
Ryan, Anna M., asst. ln. Supreme Court Law L., Buffalo, N. Y.
Sabin, Lilian, asst. ln. Tempe Normal Sch., L., Tempe, Ariz.

Sampson, E. Elizabeth, asst. in L. Science Simmons Coll., Boston, Mass.
Sanborn, Henry N., ln. P. L., Bridgeport, Conn.
Sanborn, William F., ln. P. L., Cadillac, Mich.
Sanborn, Mrs. William F., Cadillac, Mich.
Sanderson, Edna M., registrar N. Y. State L. Sch., Albany, N. Y.
Sanville, Frances, H. W. Wilson Co., N. Y. City.
Sartorius, Joseph J., asst. Ref. Desk Grosvenor L., Buffalo, N. Y.
Sattinger, Fanny Ruth, ln. Brightwood Br. P. L., Indianapolis, Ind.
Sawyer, Mrs. Harriet P., principal L. Sch. P. L., St. Louis, Mo.
Saxe, Mary S., ln. P. L., Westmount, P. Q., Canada.
Saxton, Ruth, asst. ref. ln. 96th St. Br. P. L., N. Y. City.
Schantz, Carolyn R., asst. Tech. L., E. I. du Pont de Nemours & Co., Wilmington, Del.
Schilling, Julia Anita, asst. ln. P. L., Savannah, Ga.
Schmidt, Dorothea C., in charge Sch. of Commerce and Administration L., Univ. of Chicago, Chicago.
Schott, Chara M., P. L., Washington, D. C.
Schriever, Emma M., br. ln. F. P. L., Bayonne, N. J.
Schulte, Theodore E., bookseller, 80-82 Fourth Ave., N. Y. City.
Schulte, Mrs. Theodore E., 101 Stockton Ave., Ocean Grove, N. J.
Schultze, Agnes W., P. L., N. Y. City.
Scott, Margaret K., br. ln. F. P. L., Bayonne, N. J.
Sears, Rose Roberts, asst. A. L. A. Library War Service, Washington, D. C.
Settle, George T., ln. F. P. L., Louisville, Ky.
Settle, Mrs. George T., Louisville, Ky.
Severance, Henry O., ln. Univ. of Mo. L., Columbia, Mo.
Sewall, Willis F., 1st Lieut. U. S. A., Hoboken. N. J.
Sewall, Mrs. Willis F., 60 Harrison St., East Orange, N. J.
Sexauer, Emilie, asst. Hosmer Br. P. L., Detroit. Mich.
Sexton, Eunice R., child. ln. P. L., N. Y. City.
Sharp, Kathryn, asst. A. L. A. Dispatch Office, 31 W. 15th St., N. Y. City.
Shattuck, Helen B., ln. Vermont Univ. L., Burlington, Vt.
Shaw, Robert K., ln. F. P. L., Worcester, Mass.
Shearer, Augustus H., ln. Grosvenor L., Buffalo, N. Y.
Sheldon, Fanny A., br. ln. P. L., Brooklyn, N. Y.
Shelly, Adah, ln. Carnegie P. L., Sault Ste. Marie, Mich.
Sherman, Clarence E., ln. P. L., Lynn, Mass.
Sherrard, Mary C., executive asst. P. L., Utica, N. Y.
Sherwood, Elizabeth J., editor Readers' Guide, H. W. Wilson Co., N. Y. City.
Shields, Ethel A., 1st asst. Tech. Dept. P. L., Bridgeport, Conn.
Shivers, Marion B., ln. Woman's Coll. of Ala. L., Montgomery, Ala.
Shulze, Margaret M., 1st asst. Child. Dept. P. L., Fort Wayne, Ind.
Silvester, Effiie E., Princeton Univ. L., Princeton, N. J.
Simpson, Ida D., ln. 96th St. Br. P. L., N. Y. City.
Simpson, Miss Ray, ln. Brooklyn Botanic Gardens L., Brooklyn, N. Y.
Sims, Frances H., ln. Embarkation Hospital No. 1 L., Hoboken, N. J.
Skarstedt, Marcus, ln. P. L., Evanston, Ill.
Skinner, Margaret E., asst. P. L., Washington, D. C.
Slobod, Ansel, ln. Curtiss Engineering Corporation, Garden City, L. I., N. Y.
Small, A. J., law and legislative ref. ln. Iowa State L., Des Moines, Iowa.
Smith, Barbara H., ref. ln. Silas Bronson L., Waterbury, Conn.
Smith, Bessie Sargeant, supervisor Smaller Branches and High Schs. P. L., Cleveland, O.
Smith, C. Henry, ln. Buckingham L. Univ. of Colo., Boulder, Colo.
Smith, Mrs. C. Henry, trus. P. L., Boulder, Colo.
Smith, Charles W., assoc. ln. Univ. of Washington L., Seattle, Wash.
Smith, Edith L., chief Child. Dept. F. P. L., Trenton, N. J.
Smith, George Dana, ln. Fletcher F. L., Burlington, Vt.
Smith, Jessie G., head of Lending Dept. F. P. L., East Orange, N. J.
Smith, Julian F., ln. Research L. National Aniline and Chemical Co., Buffalo, N. Y.
Smith, Mellie Morris, ln. Toledo Univ. L., Toledo, O.
Smith, Susan T., ref. ln. State L., Sacramento, Calif.
Smith, Mrs. Walter P., chairman Vt. F. L. Commission, 20 Summer St., St. Johnsbury, Vt.
Snow, Beatrice, 1st asst. Parmly Billings Mem. L., Billings, Mont.
Sornborger, Harriet B., ln. Bancroft Memorial L., Hopedale, Mass.
Spaulding, Forrest B., ln. P. L., Des Moines, Iowa.
Spaulding, Mrs. Forrest B., Des Moines, Iowa.
Speck, Mrs. Laura, general asst. P. L., St. Louis, Mo.
Spiers, Charles E., D. Van Nostrand Co., 25 Park Place, N. Y. City.
Sperry, Helen, ln. Silas Bronson L., Waterbury, Conn.
Spettigue, Everett V., Honesdale, Pa.
Spofford, Mrs. Edith F., ln. Bureau of Mines L., Washington, D. C.
Spofford, Mrs. Lucinda F., ln. P. L., Attleboro, Mass.
Spofford, Walter R., ln. University Club L., Chicago.
Sprague, Leslie W., director Industrial Service Community Motion Picture Bureau, 46 W. 24th St., N. Y. City.
Squires, Tilloah, special research ln., N. Y. City.
Stagg, Mary L., chief of Circ. F. P. L., Paterson, N. J.
Stanger, Marion E., chief class. Univ. of Pa. L., Philadelphia, Pa.
Starrett, Mildred, asst. Avery Architectural L., Columbia Univ., N. Y. City.
Stebbins, Howard L., ln. Social Law L., Boston, Mass.
Stechert, Mrs. Emma, 62 Pierrepont St., Brooklyn, N. Y.
Stechert, F. C., pres. F. C. Stechert Co., N. Y. City.
Stechert, H. A., F. C. Stechert Co., N. Y. City.
Steele, Elizabeth K., ln. F. P. L., Lorain, O.
Steere, Elizabeth B., asst. ln. Law L. Univ. of Mich., Ann Arbor, Mich.
Steiner, Bernard C., ln. Enoch Pratt F. L., Baltimore, Md.
Stetson, Willis K., ln. F. P. L., New Haven, Conn.
Stevens, Edward F., ln. Pratt Inst. F. L. and director Sch. of L. Science, Brooklyn, N. Y.
Stewart, Irene, ref. ln. Carnegie L., Pittsburgh, Pa.
Stewart, Mrs. M. E., 45 Woodruff Place, Perth Amboy, N. J.
Stewart, Martha A., Dept. of Agric. L., Charleston, W. Va.
Stockett, Julia C., ln. A. L. A. Border Travel. L. Service, El Paso Texas.
Stone, William C., Periodical Dept. City L., Springfield, Mass.

Stout, Marion, asst. Catalog Dept. Princeton Univ. L., Princeton, N. J.
Strohm, Adam, ln. P. L., Detroit, Mich.
Strong, George F., ln. Adelbert Coll. L., Western Reserve Univ., Cleveland, O.
Stuart, Mrs. Charles B., Lafayette, Ind.
Stuart, Theresa C., l. organizer Maine L. Commission, Augusta, Me.
Stull, Maud I., ln. World Outlook Publishing Co., N. Y. City.
Sturgis, Sarah Louise, 1st asst. and ref. ln. P. L., Fort Wayne, Ind.
Subers, Helen D., l. organizer, Ashbourne, Pa.
Sullivan, Cathryn H., jr. asst. Tremont Br. P. L., N. Y. City.
Sullivan, Clara G., ln. J. Sterling Morton High Sch. L., Cicero, Ill.
Sutliff, Mary Louisa, instructor L. Sch. of New York P. L., N. Y. City.
Sutton, Elisabeth, chief catlgr. F. P. L., Paterson, N. J.
Swain, Allene R., asst. Municipal Ref. L., N. Y. City.
Switzer, Grace E., asst. P. L., Cleveland, O.
Tafel, Lenora A., New Jersey Zinc Co. L., N. Y. City.
Taggart, Anne Van Cleve, supt. Branches P. L., Grand Rapids, Mich.
Tai, Tse-chien, stud. N. Y. State L. Sch., Albany, N. Y.
Tappert, Katherine, vice-ln. Washington County F. L., Hagerstown, Md.
Tate, Blanche M., ln. Gray Br. P. L., Detroit, Mich.
Taylor, Mrs. Mary P., 161 Princeton Ave., Providence, R. I.
Taylor, Wm. B. A., chief Ref. Accessions Div. P. L., N. Y. City.
Teal, William, supt. of Delivery John Crerar L., Chicago.
Tefft, Bessie, head of Br. and Sch. Dept. Cossitt L., Memphis, Tenn.
Teggart, Frederick J., 419 West 117th St., N. Y. City.
Teich, Emma L., ed. of Cumulative Book Index, H. W. Wilson Co., N. Y. City.
Teich, Louise, ed. Industrial Arts, H. W. Wilson Co., N. Y. City.
Temple, Truman R., ln. Thomas Crane P. L., Quincy, Mass.
Thayer, Charles S., ln. Case Memorial L., Hartford, Conn.
Thayer, Edna, ln. North End Br. P. L., Providence, R. I.
Thomas, Leon I., ed. of Factory, Chicago.
Thomas, Mrs. Mary R., Safety Inst. of America, N. Y. City.
Thompson, Arthur J., in charge Dept. of Archives and History, Charleston, W. Va.
Thompson, C. Seymour, ln. P. L., Savannah, Ga.
Thompson, Dorothy H., asst. P. L., Grand Rapids, Mich.
Thompson, Golda M., general asst. P. L., Detroit, Mich.
Thorne, Elizabeth G., instructor Syracuse Univ. L. Sch., Syracuse, N. Y.
Thorne, Nora R., ln. Joseph Bancroft and Sons Co., Wilmington, Del.
Throop, George R., asst. ln. P. L., St. Louis, Mo.
Tichenor, Barcus, asst. Catalog Dept. Purdue Univ. L., Lafayette, Ind.
Tilton, Edward L., architect, 52 Vanderbilt Ave., N. Y. City.
Tilton, Mrs. Edward L., 126 Archer Ave., Mt. Vernon, N. Y.
Timmerman, Hazel B., child. ln. Yorkville Br. P. L., N. Y. City.
Timmins, George, trus. P. L., Syracuse, N. Y.
Tingley, Pauline E., asst. ln. National Workmen's Compensation Service Bureau, N. Y. City.
Titcomb, Mary L., ln. Washington County F. L., Hagerstown, Md.
Tobias, Ella F., 1st asst. Catalog Dept. P. L., Cleveland, O.
Tobitt, Edith, ln. P. L., Omaha, Neb.
Torrence, Mrs. Crown, asst. Child. Room 58th St. Br. P. L., N. Y. City.
Towns, Alexander, Library Bureau, Boston, Mass.
Townsend, S. D., Educational Dept. Victor Talking Machine Co., Camden, N. J.
Traver, Louis B., agent A. L. A. Dispatch Office, 119 Hudson St., Hoboken, N. J.
Traver, Mrs. Louis B., Trenton, N. J.
Trimble, Katherine M., asst. Drexel Inst. L., Philadelphia, Pa.
Tripp, George H., ln. F. P. L., New Bedford, Mass.
True, Ellen I., 20 Highland St., Hammond, Ind.
True, Mabel C., supervisor Child. Work P. L., Kansas City, Mo.
Turner, Isabel McC., ln. F. L., Allentown, Pa.
Turvill, Helen, instructor Univ. of Wis. L. Sch., Madison, Wis.
Tweedell, Edward D., asst. ln. John Crerar L., Chicago.
Tweedell, Mrs. Edward D., Chicago.
Tyler, Alice S., director Western Reserve Univ. L. Sch., Cleveland, O.
Ulrich, Carolyn F., head of Circ. Dept. and Branches P. L., Bridgeport, Conn.
Underhill, Adelaide, assoc. ln. Vassar Coll. L., Poughkeepsie, N. Y.
Underhill, Caroline M., ln. P. L., Utica, N. Y.
Unterkircher, Blanch L., ln. P. L., Superior, Wis.
Utley, George B., sec'y American Library Assoc., Chicago.
Utley, Mrs. George B., 1306 E. 54th St., Chicago.
Utterwick, Katharine, asst. 115th St. Br. P. L., New York, N. Y.
Vail, R. W. G., ref. asst. Information Div. P. L., N. Y. City.
Vail, Mrs. R. W. G., auditor A. L. A. Dispatch Office, 31 W. 15th St., N. Y. City.
Valentine, Amy, 1st asst. George Bruce Br. P. L., N. Y. City.
Van Cleave, Jessie G., child. ln. Wilmington Inst. F. L., Wilmington, Del.
Van Hoesen, Henry B., asst. ln. Princeton Univ. L., Princeton, N. J.
Van Keuren, Mary K., ln. Thrall L., Middletown, N. Y.
Van Order, Elizabeth D., Sea Girt, N. J.
Van Wagenen, Mary, ref. asst. Economics Div. P. L., N. Y. City.
van Zandt, F. B., chief Flower Mem. L. Cornell Univ., Ithaca, N. Y.
Ver Nooy, Winifred, asst. Readers' Dept. Univ. of Chicago L., Chicago.
Virgin, Edward H., A. L. A. representative Transport Leviathan, 6 Fordham Court, Jamaica Plain, Mass.
Vitz, Carl P. P., 2nd vice-ln. P. L., Cleveland, O.
Voight, Clara Louise, asst. ln. Winthrop Coll. L., Rock Hill, S. C.
von Schlechtendal, Mrs. B., ln. P. L., Charleston, W. Va.
Wade, Elizabeth W., asst. Seward Park Br. P. L., N. Y. City.
Wade, Margaret A., ln. P. L., Anderson, Ind.
Wadlin, Horace G., ln. emeritus P. L., Boston, Mass.
Wagner, Florence, ln. Manufacturers Aircraft Assoc. L., N. Y. City.
Wait, Marie F., catlgr. Princeton Univ. L., Princeton, N. J.
Waite, Frank A., chief Information Div. P. L., N. Y. City.
Walborn, Rhoda, asst. ln. F. P. L., Bayonne, N. J.
Wall, A. J., asst. ln. N. Y. Historical Society L., N. Y. City.
Wallace, Ruth, chief catlgr. P. L., Evansville, Ind.

Wallbridge, John B., trus. P. L., Hoopeston, Ill.
Wallbridge, Mrs. John B., Hoopeston, Ill.
Walker, Olga, Kewanee, Ill.
Wallis, Mary V., catlgr. P. L., Brooklyn, N. Y.
Walter, Frank K., vice-director N. Y. State L. Sch., Albany, N. Y.
Ward, Aline, asst. P. L., Washington, D. C.
Ward, Harriet B., 2315 Rose Terrace, Berkeley, Calif.
Ward, Helen M., chief of Circ. P. L., Detroit, Mich.
Ward, Jessamine, ln. Plumb Memorial L., Shelton, Conn.
Warner, Marjorie F., bibliographical asst. Bureau of Plant Industry, U. S. Dept. of Agric., Washington, D. C.
Warren, Katherine, asst. Harvard Coll. L., Cambridge, Mass.
Waterfield, Sabina, asst. P. L., N. Y. City.
Watson, Marion P., asst Extension Div. P. L., N. Y. City.
Wead, Eunice, asst. curator of Rare Books Univ. of Mich. L., Ann Arbor, Mich.
Wead, Katherine H., asst. Bureau of Plant Industry, Dept. of Agriculture, Washington, D. C.
Weber, Mrs. Jessie Palmer, ln. Ill. State Hist. Soc., Springfield, Ill.
Webster, Caroline F., l. organizer N. Y. State L., Albany, N. Y.
Webster, Mary F., Embarkation Hospital No. 1, Hoboken, N. J.
Wellman, Hiller C., ln. City L. Assoc., Springfield, Mass.
Wellman, Ruth, acting br. ln. Seward Park Br. P. L., N. Y. City.
Wells, Margaret C., ln. American City Corporation, N. Y. City.
Wells, Norma, ln. Bellevue Ave. Br. P. L., Upper Montclair, N. J.
Wennerstrum, Winnifred, ref. ln. F. P. L., Trenton, N. J.
Wesson, Elizabeth H., ln. F. L., Orange, N. J.
West, Mary E., 1st asst. Columbus Br. P. L., N. Y. City.
Weston, Bertine E., jr. asst. Williamsburgh Br. P. L., Brooklyn, N. Y.
Westover, Frances L., ln. in charge Tottenville Br. P. L., New York City.
Whaley, Mrs. R. N., 5205 Webster St., West Philadelphia, Pa.
Wharton, Miriam B., ln. F. P. L., Burlington, Iowa.
Wheeler, Joseph L., ln. P. L., Youngstown, O.
Wheeler, Sumner Y., ln. Essex County Law L., Salem, Mass.
Wheelock, Mary E., supervisor of Binding Dept. P. L., St. Louis, Mo.
White, Agnes B., child. ln. P. L., White Plains, N. Y.
White, Grace M., 1st asst. Henry M. Utley Br. P. L., Detroit, Mich.
White, Josephine, child. ln. Jackson Square Br. P. L., N. Y. City.
Whiteley, Hazel, head of Lending Dept. P. L., New Rochelle, N. Y.
Whitmore, Frank H., ln. P. L., Brockton, Mass.
Wiggin, Mary P., ln. Danbury L., Danbury, Conn.
Wigginton, Louise, 2216 Confederate Place, Louisville, Ky.
Wigginton, May W., head Catalog Dept. F. P. L., Louisville, Ky.
Wightman, Dorothy, ln. Yardley L., Yardley, Pa.
Wigley, Laura M., br. ln. Queens Borough P. L., Jamaica, N. Y.
Wilbur, Amey C., director of Circ. P. L., Providence, R. I.
Wilbur, Mary L., asst. Sociology Div. P. L., Cleveland, O.
Wilcox, Beatrice C., asst. Ref. Catalog Div. P. L., N. Y. City.
Wilde, Alice, chief of Br. and Stations Dept. F. P. L., Newark, N. J.
Wilder, Edna H., ln. Russell L., Middletown, Conn.
Wiley, Edwin, ln. U. S. Naval War Coll. L., Newport, R. I.
Wilkes, Marjorie, ln. Base Hospital L., Camp Upton, N. Y.
Wilkey, Dorothy C., child. ln. P. L., Brooklyn, N. Y.
Wilkin, Ralph H., ln. Supreme Court L., Springfield, Ill.
Wilkins, Lydia K., asst. U. S. Dept. of Agric. L., Washington, D. C.
Wilkinson, Emma L., asst. F. P. L., Elizabeth, N. J.
Willard, Ruth M., instructor Western Reserve Univ. L. Sch., Cleveland, O.
Williams, Caroline E., ln. E. I. du Pont de Nemours & Co., Experimental Station L., Wilmington, Del.
Williams, Mabel, asst. supervisor Work with Child. and in charge Work with Schools P. L., N. Y. City.
Williamson, C. C., chief of Div. of Economics P. L., N. Y. City.
Wilson, Eunice C., ln. 58th St. Br. P. L., N. Y. City.
Wilson, Halsey W., pres. H. W. Wilson Co., N. Y. City.
Wilson, Josie, jr. asst. Brownsville Br. P. L., Brooklyn, N. Y.
Wilson, Lilly M., order clerk Carnegie L., San Antonio, Tex.
Wilson, Ralph, bookseller, 30 Church St., N. Y. City.
Winans, Frances M., ln. P. L., Avon-by-the-Sea, N. J.
Winchell, F. Mabel, ln. City L., Manchester, N. H.
Wing, Jessie E., asst. P. L., N. Y. City.
Winser, Beatrice, asst. ln. F. P. L., Newark, N. J.
Winship, George P., ln. Widener Mem. L. Harvard Univ., Cambridge, Mass.
Wire, G. E., deputy ln. Worcester Co. Law L., Worcester, Mass.
Wire, Mrs. G. E., 46 William St., Worcester, Mass.
Wolpaw, Eda L., asst. Temple Br. P. L., Cleveland, O.
Walter, Peter, mgr. L. Dept. A. C. McClurg & Co., Chicago.
Womrath, Frederick H., mgr. A. R. Womrath, Inc., 15 E. 28th St., N. Y. City.
Wood, Florence M., in charge Order Dept. Univ. of Pa. L., Philadelphia, Pa.
Wood, Mary E., ln. Boone Univ. L., Wuchang, China.
Wooster, Harold A., A. L. A. L. War Service Dispatch Office, Brooklyn, N. Y.
Wright, Agnes R., ln. Wyo. State L., Cheyenne, Wyo.
Wright, Charles E., ln. Carnegie F. L., Duquesne, Pa.
Wright, Hannah P., asst. class. Univ. of Pa. L., Philadelphia, Pa.
Wright, Harriet L., child. ln. Tremont Br. P. L., N. Y. City.
Wright, Margaret E., grade sch. ln. Rice Sch. Br. P. L., Cleveland, O.
Wright, Purd B., ln. P. L., Kansas City, Mo.
Wright, Ruth F., asst. Catalog Dept. Princeton University L., Princeton, N. J.
Wyer, James I., Jr., director N. Y. State L. and N. Y. State L. Sch., Albany, N. Y.
Wyer, Malcolm G., ln. Neb. Univ. L., Lincoln, Neb.
Wyeth, Ola M., organizer Reconstruction Hospitals A. L. A. L. War Service, Washington, D. C.
Youse, Elizabeth, asst. ln. F. P. L., New Brunswick, N. J.
Yust, William F., ln. P. L., Rochester, N. Y.
Zachert, Adeline B., supt. of L. Extension P. L., Rochester, N. Y.
Zelenko, Alexander, 136 Liberty St., N. Y. City.

INDEX

"Adequate library survey," (Bostwick), 366-367.
"Advanced library training for research workers," (Keogh), 165-167.
Agricultural libraries section, proceedings, 373-375.
Agricultural periodicals, union list, 374.
Ahern, M. E. "A. L. A. news from overseas," 309-312, 348; discussion, 385ff.
Alexander, W. H., 412.
American association of law libraries, proceedings, 412.
American Federation of Labor, resolutions, 381-382.
A. L. A., committee of five on lib. service, 361.
—constitution, revision of, 361.
—council, 357, 361-373.
—election of officers, 357.
—enlarged program, 361-371; committee, 359.
—executive board, 357, 359-361.
—general sessions, 345, 348, 350, 353.
—proceedings, 345ff.
—publicity expert, 363ff.
—representative in Europe, statement, (Stevenson), 218-221.
—representative in Siberia, statement, (Clemons), 221-223.
—war service, acting general director, statement, (Milam), 263-265.
— —bibliography, 234-235.
— —budget, 249-250.
— —general director, statement (Putnam), 261-263.
— —"Historical sketch of library war service," (Shearer), 224-234.
— —statement of operations, (Milam), 201-214.
— — —books and magazines, 205-206.
— — —books on citizenship, 206.
— — —books on vocations, 206.
— — —compilation of lists, 206-207.
— — —conferences, 213-214.
— — —co-operation of the government departments and other welfare organizations, 214.
— — —diminishing service at camps, 205.
— — —dispatch offices, 208.
— — —educational purchases, 206.
— — —general statistics, 218.
— — —gift books and magazines, 207-208.
— — —hospital libraries, 204.
— — —industrial war work community libraries, 209.
— — —organization, 212.
— — —personnel, 213.
— — —publicity, 209-211.
— — —service overseas, 213.
— — —service to the fleet, 204.
— — —service to the N. O. T. S. and U. S. S. B. vessels, 204-205.
—war service committee, chairman, statement, 188-189.
— —meetings, minutes, 236-260.
— —rpt., (Wyer, chrm.), 190-193.
—accepted, 347.
— —war finance com., auditors rpt., 199-200.
— — —rpt. of chrm., (Hill), 194-195.
— — —rpt. of secy., (Baldwin), 195-198.
A. L. A. war service fund, first, 215, 259; second, 216-218, 260.
"American library association at the crossroads," (Bishop), 99-105.
"A. L. A. news from overseas," (Ahern), 309-312.
"American peace commission library," 324.
Americanization. See, "True Americanization of the foreign child," 130-132.
Anderson, E. H., mem. com., 193.
Andrews, C. W., mem. com., 200, 344, 374.
Army and Navy welfare work, resolutions, 355.
"Arrangement and binding of British Blue Books," (Teal), 177-178.
Attendance summaries, 413.
Attendance register, 414.
Avery, H. K., 401.

Babcock, H. S., presides at school lib. sect., 397ff.
Bailey, A. L., mem. com., 200.
Bailey, L. J. mem. com., 342.
Baker, M. E., 375.
Baldwin, C. F., elected mem.-council, 371, 405ff.
Baldwin, E. A., sec'y war finance com., 198.
Barden, B. R., "A clerical course for library assistants," 171-173, 396.
Barr, C. J., discussion, 391; elected chrm. college, reference sect., 395.
Bascom, E. L., discussion, 406, 407. "Place of the commission in child welfare work," 133-137.
Basset, E. L., 412.
"Beaune University A. L. A. library," (Dickerson), 322-324.
Belden, C. F. D., mem. com., 193, 342; presides, 350.
"Bibliographical opportunities in horticulture," (Warner), 178-184.
Bibliography. A. L. A. war service, 234-235.
Binding. See "Arrangement and binding of British Blue Books," 177-178.
Bishop, Wm. W., mem. com., 355; president's address, "American Library association at the crossroads," 99-105; presides at council, 361ff; presides at general session A. L. A., 345ff.
Blanton, M. L., mem. ex. bd. L. L. C. 408.
Bliss, R. P., discussion, 370, 404.
Bogle, S. C. N., mem. com., 342, 356; "Training for high school librarianship, 277-278, 396.
Book buying, co-operative, 357, 361.
Book selection, 397ff.
Books and reading for the navy, and what they have meant in the war," (Gleaves), 155-157.
Booksellers association, Am., resolution, 347, 355.
Bostwick, A. E., "An adequate library survey," 366-367; chrm. com., 328, 353; discussion, 366-367, 377.
Bowerman, G. F., discussion, 352, 358, 375, 378, 385.
Bowker, R. R., discussion, 351, 352, 359, 382-385; makes motion, 346, 358, 402; mem. com., 195, 354, 388.
"Brest," (Dougherty), 319-320.
Brett, William Howard, memorial minute, 237-238; memorial resolution, 354.
Brigham, H. O., discussion, 371.
British Blue Books. See, "Arrangement and binding of British Blue Books." 177-178.
Brown, G. D., 403.
Brown, W. L., chrm com, 342, 368; financial rpt., 215-216; makes motion, 371.
Budlong, M. C., "What can the league of library commissions do for its members?—Evaluation," 286-291, 406.
Burnite, C., chrm., presides at children's lib. sect., 387-388; mem. com., 388.
"By Flanders bridge: the adventures of an A. L. A. man overseas," (Dickinson), 157-165.

California rural library service, 137-140.
Camp librarians round table, proceedings, 399.
Capek, A. V., "Immigrants contribution to American culture," 387.
Carabin, Maul E., elected pres. S. L. A., 411.
Carey, M. E., elected mem. council, 357.
Carr, H. J., mem. com., 355.
Carr, J. F., chrm. com., 343.
Carson, W. C., mem. com., 342.
Catalog and trustees section, proceedings, 375-386.
Catalog, universal, 393-395.
Child welfare work. See, "Place of the commission in child welfare work," 133-137.
Children's books. See "Problems in the production of books for children," 282-285.
Children's librarians section, proceedings, 387-388.
Children's week, resolutions, 388.
Civil service relations, rpt. of com., (Wright, chrm.), 328-329.
Clark, C., elected sec'y round tab. lib. of religion and theology, 404.
Clemons, H., statement of A. L. A. representative in Siberia, 221-223.
"Clerical course for library assistants," (Barden), 171-173.
College and reference section, 388-395.
Committee of five on library service, (Botswick, chrm.), 353, 358.

Community service. See, "Reaching all classes of the community," 111-117.
Congdon, A. E., 407.
Constitution amended, 346.
Cook, E., 398.
"Coöperative book buying," (Wheeler), 357.
Countryman, G., mem. com., 193.
Craver, H. W., mem. com., 200, 344.
Crum, F. S., 410.
Currier, T. F., discussion, 392ff.

Dana, J. C., discussion, A. L. A. enlarged program, 368-370; makes motion, 358.
Daniels, J., letter from, 349.
Davis, J. B., "The high school library of the next decade," 126-130, 353.
Davis, O. C., "Experience overseas," 303-306, 348.
Davis, Raymond, Cazallis, memorial resolution, 354-355.
Derby, G. E., elected chrm. agric. lib. sect., 375.
Deterioration of newsprint paper, rpt. of com., (Lydenberg, chrm.), 329-330.
Deveneau, G. A., 410.
Dickerson, L. L., "Beaune University A. L. A. library," 322-324.
Dickinson, A. D., "By Flanders bridge: the adventures of an A. L. A. man overseas," 157-165, 348.
Dixon, V. M., presides agr. lib. sect., 373ff.
Donnelly, J. R., elected mem. council, 371, 395; elected vice-chrm. professional tr. sect., 397.
Doren, E. C., ex. bd., 359ff; mem. com., 193.
Dougherty, H., "Brest," 319-320.
Downey, M. E. "What the league of library commissions can do for states without organized commissions," 292-293, 405, 406.
Dudgeon, M. S., elected mem. ex. bd. L. L. C., 408.

Earl, E. C., discussion, 367; presides at L. L. C., 404-408.
Easley, G. B., 411.
Eastman, L. A., ex. bd., 359ff; mem. com., 328, 397.
Education dept., secretary in President's cabinet, 372-373.
"Educational department," 324-326.
Eldridge, B. L., 401.
Endicott, L., discussion, 379.
Endowment fund, trustee, 357.
Erskine, E., 398.
Ewell, G. B., 403.
"Experience overseas," (Davis), 303-306.

Faurole, F. S., 410.
Feiker, F. M., 410.
Ferguson, M. J., "Getting books to farmers in California," 137-140, 373, 405.
Finance. See, A. L. A. war service com., war finance com., rpt. 194-200, 215-218.
Finance, rpt, of com., (Bailey, chrm.), 343-344.
Fitzpatrick, J. T., elected mem. ex. com. A. A. L. L., 412.
Flagg, C. A., elected chrm. catalog sect., 375.
Foreign born. See, "Rpt. of com. on work with foreign born," 342-343.
Forrest, E., elected sec'y agric. lib. sect., 375.
Forward, M. R., 401.
Foster, W. E., mem. com., 350.
Frank, M., discussion, 382.
Friedel, J. H., 499ff.
Furst, E. H., 401.

"Getting books to farmers in California," (Ferguson), 137-140.
"Gievres," (Prouty), 320.
Gleaves, A., "Books and reading for the navy and what they have meant in the war," 155-157, 349.
Glenn, E. R., "Book selection," 397-398.
Godard, G. S., chrm. com., 403; elected mem. ex. bd. A. A. L. L., 412; presides at pub. doc. round table, 401ff.
"Great Britain, govt. pub. See "Arrangement and binding of British Blue Books, 177-178.
Green, C. R., discussion; chrm. com., 374.
Green, Samuel, Swett, memorial minute, 350.
Greetings, to Putnam; to Stevenson, 353.
Guerrier, E., discussion, 373, 401, 405.

Hadley, C., discussion, A. L. A. enlarged program, 362-363; elected pres. A. L. A., 357; "Library war service and some things it has taught," 106-111, 345; mem. com., 356; presides, 357ff; presides at ex. bd., 359ff.
Harshberger, H. W., discussion, 374.
Hatch, B., 387.
Hazeltine, A. I., elected vice-chrm. children's librarians sect., 388.
"Headquarters library," (Potter), 316-318.
Hendee, C., elected sec'y, lending dept. round table, 400.
Henderson, R. W., discussion, 370.
Herbert, C., mem. com., 388; sec'y professional tr. sect., 397.
Hewitt, L. E., 412.
Hicks, F. C., elected pres. A. A. L. L., 412, 352.
High school librarianship. See, "Training for high school librarianship," 277-278.
"High school library of the next decade," (Davis), 126-130.
High school. See, "Library commissions and the high school or rural school library," 149-152.
Hill, F. P., chrm. com., 195; discussion A. L. A. enlarged program, 368; ex. bd., 359ff; mem. com., 193, 354; makes motion, 347, 371.
"Historical sketch of the library war service," (Shearer), 224-234.
Hitchler, T., discussion, A. L. A. enlarged program, 362, 348; discussion, 370; presides at camp lib. round table, 399; "Six months at headquarters and in the field," 312-315.
Hooker, D. A., 410.
Hopkins, J. A., "A new plan for training library assistants," 167-171; mem. com., 388, 395.
Horticulture. See, "Bibliographical opportunities in horticulture," 178-184.
Hospital librarians round table, proceedings, 399.
Hospital libraries. See A. L. A. war service.
"How the army libraries have helped our fighting men." (Keppel), 152-155.
"How the public library commission of Indiana works with the small public libraries of the state," (Wade), 146-149.
Hoyt, F. S., "Problems in the production of books for children," 282-285, 388.
Humanistic literature. See "International bibliography of humanistic literature," 371-372, 360.
Hunt, C. W., 387-388.
Hyde, D. W., 411.
Hyde, M. E., elected sec'y catalog sect., 375.

Ibbotson, J. D., discussion, 391.
"Immigrants' contribution to American culture," (Capek), 387.
Importations, rpt. of com. (Raney, chrm.), 330-338.
Indiana library commission and the small libraries, 146-149.
Industrial plants, libraries, 365-366.
Inquiry bureau. See "American peace commission library," 324.
—see, "Our library resources as shown by some government needs in the war," 270-273, 350-351.
"International bibliography of humanistic literature," (Teggart), 371-372.

Jennings, J. T., "With the A. L. A. service overseas," 307-309, 348.
Jones, L. E., mem. com., 388, 407.
Josselyn, L. W., elected mem. council, 357, 348.
Joy, J. S., "Salvaging war library service for peace times," 265-267, 349.
Jusserand, M., letter from, 345.

Kelso, T. L., discussion, 358, 385.
Keogh, A., "Advanced library training for research workers," 165-167; "Our library resources as shown by some government needs in the war," 270-273, 350; presents resolution, 372, 395.
Keppel, F. P., "How the army libraries have helped our fighting men," 152-155, 346.
Kingsley, D. M. "Recent tendencies in state publications," 294-296, 403.
Klager, C., 411.
Knapp, E., elected chrm. childrens' librarians sect., 388.
Krause, L. A., discussion, 396.

"Labor saving in the lending department," (McNiece), 175-176.
League of library commissions, proceedings, 404-408.
—treasurer's rpt., 408.

—See, "Place of the commission in child welfare work," 133-137.
—See, "What can the league of library commissions do for its members? 286-292.
—See, "What the league of library commissions can do for states without organized commissions," 292-293.
Leete, J. H., "Reaching all classes of the community," 111-117, 353.
Lending department. See, "Labor saving in the lending department," 175-176.
—See, Training of assistants for lending department work," 173-175.
Lending department round table, proceedings, 400.
Lewis, F. G., 403.
"Librarian's job in Base Section No. 1, France," (Ranck), 297-302.
"Libraries and reading as an aid to morale," (Munson), 184-187.
"Libraries for industrial plants, prisons, hospitals, etc.," (Milam), 365-366.
"Library commissions and the high school or rural school library," (Wales), 149-152.
Library extension, 367.
—See, A. L. A. enlarged program, 361-371, 366.
Library service. "Committee of five," 361.
"Library service for the permanent naval establishment," (Mayo), 267-269.
Library training, 360.
—See, "Advanced library training for research workers," 165-167.
—See, "A clerical course for library assistants," 171-173.
—See, "A new plan for training library assistants," 167-171.
—See, "Some present-day aspects of library training," 120-126.
—See, "Training for high school librarianship," 277-278.
—See, "Training for librarian of business library or business branch," 273-276.
—See, "Training of assistants for lending department work," 173-175.
—See, "Training teacher-librarians in normal schools," 279-281.
"Library war service and some things it has taught," (Hadley), 106-111.
Library war service. See, War service.
"Library's task in reconstruction," (Paine), 117-120.
Liebman, E. L., elected sec'y-treas. S. L. A., 411.
Locke, G. H., elected vice-pres. A. L. A., 357.
"Look ahead for the small library," (Williamson), 141-146.
Lowe, J. A., 405, 406; elected pres. L. L. C., 408; "What can the league of library commissions do for its members? Publications," 291-292.
Lydenberg, H. M., chrm. com., 330; discussion, 390.

McCarthy, A. J., 400.
McClelland, E. H., elected mem. ex. com., S. L. A., 411.
MacDonald, A. A., elected 2nd vice-pres. L. L. C., 408; "St. Aignan," 320-322.
McMurtrie, Douglas, 410.
McNiece, J. S., "Labor saving in the lending department," 175-176, 400.
Malone, M., 356; discussion, 379-381.
Marion, G. E., presides at S. L. A., 409ff.
Marvin, C., elected second vice-pres. A. L. A., 357.
Mayo, C. B. "Library service for the permanent naval establishment," 267-269,349.
Meigs, E. B., sec'y pro tem., 388.
Memorial resolutions, 237, 350, 354.
Merrill, Wm. S., letter from, 375.
Meyer, H. H. B., chrm. com., discussion, 356, 358, 388ff; 393ff, 401.
Midwinter meeting, 360.
Milam, C. H., 347; elected mem. ex. bd., 357; ex. bd., 359ff; "Libraries for industrial plants, prisons hospitals, etc., 365-366; mem. com., 328; presides at 3rd gen. session, 348; statement of acting general director A. L. A. war service, 263-265; statement of operations, A. L. A. war service, 201-214.
Miller, H. A., "The true Americanization of the foreign child," 130-132, 387.
Montgomery, T. L., discussion, 375-377.
Morgan, J. E., 348.
Morgan, L. L., presides at training class teachers round table, 404, 395.
Mulheron, A. M., "Savenay," 322.
Munson, E. L., "Libraries and reading as an aid to morale," 184-187, 349.

National association of federal employes, 379.
National library service, resolutions, 356, 373, 401ff.
Navy department. See "Library service for the permanent naval establishment," 267-269.
"Need for taking advantage of our war time opportunities," 361-365.
"New Plan for training library assistants," (Hopkins), 167-171.
New York pub. lib. staff association, 382.
Newsprint paper. See, "Report of com. on deterioration of newsprint paper," 329-330.
Normal school librarians round table, proceedings, 401.

Oberly, E. R., acting sec'y agr. lib. sec., 373ff; discussion, 381.
"Our library resources as shown by some government needs in the war," (Keogh), 270-273.
Overton, F., elected chrm. lending dept. round table, 400.

Paine, P. M., "Library's task in reconstruction," 117-120, 353.
Peace time work, rpt, of com. on permanent endowment for, (Brown, chrm.), 338-342.
Perry, E. R., elected mem. council, 371.
Phail, E., acting sec'y S. L. A., 409.
"Place of the commission in child welfare work," (Bascom), 133-137.
Pooley, M. H., elected sec'y, sch. lib. sect., 399.
Porter, W. T., presides at catalog and trustees sect., 375ff.
Poster questionnaire, 393.
Potter, E. G., "Headquarters library," 316-318.
Power, L., mem. com., 388.
Price, A. M., 405.
Prison libraries, 365-366.
Pritchard, M. C., elected chrm. sch. lib. sect., 399.
"Problems in the production of books for children," (Hoyt), 282-285.
Professional training section, proceedings, 395-397.
Prouty, L., "Gievres," 320.
Public documents round table, proceedings, 401-403.
Public documents. See, "Recent tendencies in state publications," 294-296.
Publicity, 363ff.
Publishers copyright league, Am., resolutions, 355.
Putnam, H., greetings to, 353; statement of general director A. L. A. war service," 261-263, 347.
Pyne, M. T. extends greeting to A. L. A., 345.

Ranck, S. H., "A librarian's job in base section No. 1, France," 297-302, 348.
Raney, M. L., secy. com., 338, 395.
Rathbone, J. A., "The training of assistants for lending department work," 173-175, 400.
Rawson, R. C., 406.
Ray, M. K., elected 2nd vice-pres. A. A. L. L., 412
"Reaching all classes of the community," (Leete), 111-117.
"Recent tendencies in state publications," (Kingsley), 294-296.
Reconstruction. See "the library's task in reconstruction," 117-120.
Redstone, E. H., elected mem. ex. com., A. A. L. L., 412; elected vice-pres. S. L. A., 411.
Reece, E. J., 395.
Reese, R., elected secy., professional tr. sect., 397.
Religion and theology, round table of libraries, proceedings, 403-404.
Reports of committees, (Bostwick, chrm.), 326-328.
Resolutions, memorial, 354.
Resolutions, rpt. of com., 355-357.
Richardson, M. C., presides at normal sch. lib. round table, 401.
Rife, R. S., 410.
Robbins, M. E., "Training teacher-librarians in normal schools," 279-281, 397.
Robinson, J. A., 407; elected 1st vice-pres. L. L. C., 408.
Roden, C. B., discussion, 386.
Root, A. S., discussion, 352; mem. com., 328; presides round table libraries of religion and theology, 404ff.

Ruby, E. E., "Third army headquarters," 318-319.
Rural delivery, rates for library books, 360.
Rural library service, 367.
—See, "Getting books to farmers in California," 137-140.
Rural schools. See, "Library commissions and the high school or rural school library," 149-152.
Rush, C. E., chrm. publicity com.; discussion, A. L. A. enlarged program, 363-365.
Ryan, A. M., elected treas., A. A. L. L.

"St. Aignan," (MacDonald), 320-322.
Salaries; discussion, 352.
—resolutions, 355-356.
"Salvaging war library service for peace times," (Joy), 265-267.
"Savenay," (Mulheron), 322.
Sawyer, H. P., presides at professional training sect., 395ff.
School libraries section, proceedings, 397-399.
Severance, H. O., discussion; mem. com., 374; presides at camp libraries round table, 399.
Shaw, R. K., mem. com., 350.
Shearer, A. H., "Historical sketch of the library war service," 224-234, 395.
Sheldon, E. W., elected trustee endowment fund, 357.
Sherman, C. E., 348.
Siberia. See A. L. A. in Siberia, 221-223.
Simpson, F., elected chrm. professional tr. sect., 397.
Sims, W. S., telegram from, 349.
"Six months at headquarters and in the field," (Hitchler), 312-315.
Small libraries, 146-149.
Small library. See "A look ahead for the small library," 141-146.
Smith, B. S., elected mem. council, 357, 396.
Smith-Towner education bill, 372.
"Some present-day aspects of library training," (Williamson), 120-126.
Special libraries association, proceedings, 409-411.
Spencer, A. L., 360.
Sprague, L. W., 412.
Staff association, N. Y. pub. lib., 382.
"Statement of the chairman, war service com.," (Wyer), 188-189.
Statistics. See, A. L. A. war service com. rpts., 215-218.
Steel, E. A., elected vice chrm. sch. lib. sect., 399.
Stevenson, B. E., statement of European representative A. L. A. war service com., 218-221.
—greetings to, 353, 348.
Strohm, A., discussion, 352; mem. com., 354
Stull, M. I., 403.
Survey. See, "An adequate library survey," 366ff.

Talbot, H., 412.
Teal, W., "Arrangement and binding of British Blue Books," 177-178, 388.
Teggart, F. J., "International bibliography humanistic literature," 360, 371-372.
Thayer, C. S., elected chrm. round tab. lib. of religion and theology, 404.
"Third army headquarters," (Ruby), 318-319.
Thomas, L. I., 411.
Tobitt, E., elected mem. ex. bd., 357; ex. bd., 359ff.
Training class teachers' round table, proceedings, 404.
"Training for high school librarianship," (Bogle), 277-278.
"Training for the librarian of a business library or a business branch," (Walter), 273-276.
"Training of assistants for lending department work," (Rathbone), 173-175.
Training. See, Library training.
"Training teacher-librarians in normal schools," (Robbins), 279-281.
Tripp, G. H., discussion, 370.
"True Americanization of the foreign child," (Miller), 130-132.
Trustees section. See, Catalog and trustees section, 375-386.
Tweedell, E. D., 410.
Tyler, A. W., discussion, 359, 372; elected mem. council, 371, 405.

Union, library employees, 356, 358-359, 379ff.
Union list of agricultural periodicals, 374.
"Use of Print," 348.
Utley, G. B., discussion, library extension, 366; ex. secy., passim.; secy. ex. bd., 359ff.

Vanderlip, F. A., honorary member A. L. A., 372.

Wade, M. A., "How the public library commission of Indiana works with the small public libraries of the state," 146-149, 405.
Wales, E. B., elected mem. ex. bd. L. L. C., 408; "Library commissions and the high school or rural school library," 149-152, 405.
Wall, A. J., discussion, 391.
Walter, F. K., "Training for the librarian of a business library or a business branch," 273-276, 395, 396.
Walton, G. M., mem. com., 342.
War material, collections of; discussion, 388-392.
War service. See, "A. L. A. news from overseas," 309-312.
—See, "American peace commission library," 324.
—See, "Beaune University A. L. A. library," 322-324.
—See, "Books and reading for the navy," 155-157.
—See, "Brest," 319-320.
—See, "By Flanders bridge," 157-165.
—See, "Educational department, 324-326.
—See, "Experiences overseas," 303-306.
—See "Gièvres," 320.
—See, "Headquarters library," 316-318.
—See, "How the army libraries have helped our fighting men," 152-155.
—See, "A librarian's job in base section No. 1, France," 297-302.
—See, "Libraries and reading as an aid to morale," 184-187.
—See, "Library war service and some things it has taught," 106-111.
—See, "Our library resources as shown by some government needs in the war," 270-273.
—See, "St. Aignan," 320-322.
—See, "Salvaging war library service for peace times," 265-267.
—See "Savenay," 322.
—See, "Six months at headquarters and in the field," 312-315.
—See, "Third army headquarters," 318-319.
—See, "With the A. L. A. service overseas," 307-309.
War service committee. See, A. L. A. war service com.
Warner, M. F., "Bibliographical opportunities in horticulture," 178-184, 373.
Webster, C., mem. com., 342.
Wellman, W. C., 404.
"What can the league of library commissions do for its members? —Evaluation," (Budlong), 286-291.
"What can the league of library commissions do for its members? —Publications," (Lowe), 291-292.
"What the league of library commissions can do for states without organized commissions," (Downey), 292-293.
Wheeler, J. L., "Co-operative book buying," 357; discussion, 359; makes motion, 358.
Wheeler, S. Y., elected 1st vice-pres. A. A. L. L., 412.
Whitcomb, A. F., elected sec'y children's librarians sect., 388.
Wilkins, L. K., discussion, mem. com., 374.
Williams, C. E., 409ff.
Williamson, C. C., "A look ahead for the small library," 141-146; elected mem. council, 357; mem. com., 328; "Some present-day aspects of library training," 120-126, 351, 404.
Wilson, H. W., discussion, 374.
Windsor, P. L., elected mem. council, 357.
Winship, G. P., mem. com., 395.
Wire, G. E., 412.
"With the A. L. A. service overseas," (Jennings), 307-309.
Work with the foreign born, rpt. of com., (Carr, chrm.), 342-343.
Wright, A., elected sec'y A. A. L. L., 412.
Wright, P. B., chrm. com., 329, 349; elected mem. council, 371.
Wyer, J. I., chrm, com., 193, 347; discussion A. L. A. enlarged program, 361-362; statement chairman war service com., 188-189, 372.
Wyer, M. G., presides at college and reference sect., 388-395.

Zachert, A. B., proposes resolution, 399, 401.
Zelenko, Dr., 387ff.

UNIVERSITY OF ILLINOIS-URBANA
3 0112 051214911